

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**January 2, 2019**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Wednesday, January 2, 2019 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, and Stacey Rucker.

Member Talia Lomax-O'dneal 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.

**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 December 4, 2018. With no corrections, nothing further was noted and Jerry Hall moved for approval. Stacey Rucker seconded and the Board approved without objection.

\*Denotes the arrival of Tom Curtis.

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

On the disability pension new request, item 2, Dr. Gill Wright reported to the Board that he recommends denial of the request.

The employee was present and addressed the Board regarding her condition and the ability to perform her job duties.

There was some discussion of the medical record that was provided to the CSME's office. Dr. Gill Wright stated that the physician has provided the exact same note several times and it does not show anything to support the request. He also stated that she has been working in this job with the same types of symptoms. He stated that at this time he does not have any medical information to support the request.

The employee stated that she has continued to work, however, it is not easy due to the pain.

There was further discussion regarding the medical record and the lack of medical information to support the request and pain management.

It was noted that a representative from Metropolitan Nashville Public Schools was not present.

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

After some discussion regarding the job description, restrictions and requesting a functional capacity evaluation, Todd Henry moved to approve the disability pension new request item 2, for three months with a functional capacity evaluation. B.R. Hall seconded and the Board approved with Stephanie Bailey and Christine Bradley opposed and Tom Curtis and Shannon Hall abstaining.

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. Jerry Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 3 and 4 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 reexamination, item 5 for the length of time as recommended.

The pensioner was present.

B.R. Hall moved for approval of the recommendation to continue the disability pension reexamination item 5 for the length of time as recommended. Jerry Hall 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 6 for the length of time as recommended and to discontinue vocational case management.

The pensioner was present.

B.R. Hall moved for approval of the recommendation to continue the disability pension reexamination item 6 for the length of time as recommended and to discontinue vocational case management. Jerry Hall seconded and the Board approved with Stephanie Bailey abstaining.

Dr. Gill Wright reported to the Board that on item 7 he recommends approval of return to work if the department can accommodate the restrictions.

Les Bowron, Health Department, was present. He stated that her current condition makes him question whether the job duties can be performed.

There was some discussion regarding accommodating the individual, the restrictions and the job description.

There was also some discussion regarding the individual being employed by the Health Department and actually working in the schools.

After some discussion regarding getting more information about whether or not the accommodations can be met, Todd Henry moved to defer item 7 for one month. Stacey Rucker seconded.

There was some discussion of having a vocational assessment.

The motion was amended to include vocational case management.

A vote was taken on the motion on item 7 to defer for one month with vocational case management 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.	Cedric W. Jordan	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved for three months, (April 2019), with re-exam at that time.

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

**NEW REQUESTS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Theresa L. Haddan	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved with a functional capacity evaluation for three months, (April 2019), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
3.	Lisa M. Fink	Fire	In Line of Duty	As moved seconded and approved, this disability pension was continued for seven months, (August 2019), with re-exam at that time.
4.	Richard A. Lowry	Police	In Line of Duty	As moved seconded and approved, this disability pension was continued until February 2021, with re-exam at that time.
5.	Mark Melman	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
6.	Marion S. Reynolds	Metro Action Commission	In Line of Duty	As moved seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time and discontinuing vocational case management.

**RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
7.	Rehana K. Hashimi	Health	Medical	As moved seconded and approved, this item was deferred for one month with vocational case management.

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

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
				Case Management	CSME	
1	Hillis, Ricky W.	Water	Pension Approval	Yes	Yes	Will Likely Meet SSA Guidelines
2	Moore, Melissa A.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines

**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. Stacey Rucker seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Donald Crownover Jr *	Sheriff	Program Mgr 1	B	11/27/2018	02/01/2017
Terry White	Water Services	Indust Maint Supv 2	B	11/28/2018	03/09/2019
John Chance	MNPS	DRIVER - BUS	B	12/13/2018	09/25/2018
Herndon Crouch	MNPS	DRIVER - BUS	B	12/05/2018	11/03/2018
Donna Brown	MNPS	ASST - FOOD SVC	B	12/12/2018	12/22/2018
Rita Wells	MNPS	MGR - FOOD SERVICE III HS	B	12/20/2018	01/10/2019
Clemencia Donovan	MNPS	COORD - NCLB LANGUAGE	B	12/12/2018	01/01/2019
Donna Gosnell	MNPS	ANALYST - HR EMPL BENEFITS II	B	12/18/2018	01/04/2019
Eleanor Key	MNPS	PARA-PRO - EX ED	B	12/19/2018	12/28/2018
Dottie Howe	MNPS	SECRETARY-CLERK	B	12/12/2018	12/21/2018
Marjorie Abernathy	MNPS	PARA-PRO - EX ED	B	10/29/2018	01/04/2019
Julia Graves	MNPS	CHARTER - SUPPORT	B	11/28/2018	12/08/2018
Elinor Beck	Register of Deeds	Satellite position	B	12/05/2018	01/01/2019
William Talley	Codes Administration	Electrical Inspector 1	B	12/19/2018	01/17/2019
William Swafford	Sheriff	Shift Supv-DCSO	B	12/11/2018	12/10/2018
Charles Fortner	Codes Administration	Bldg Inspector 2	B	12/20/2018	01/04/2019
Jacques Hargrove	MNPS	ED ASST - EX ED ONE TO ONE	B	12/19/2018	01/08/2019
Pamela Sylakowski	Health	Health Manager 2	B	12/19/2018	03/13/2019
Stephen Foster	Water Services	Equip Operator 2	B	12/05/2018	01/05/2019
Terry Gooch	Public Works	Maint & Repair Leader 1	B	12/19/2018	01/11/2019
John Jumper	Public Works	Equip Operator 3	B	12/04/2018	12/26/2018
Willadean Carter	General Hospital	Central Scheduler	B	11/28/2018	01/02/2019
David Crow	Water Services	Plumber	B	12/05/2018	01/04/2019
Derald Pitts	Convention Center Authority	Security & Parking Supv-MCC	B	12/05/2018	01/05/2019
Clarence Blackburn Jr	Water Services	Treatment Plant Tech 2	B	12/20/2018	12/20/2018
Stephen Edwards	Water Services	Engineering Tech 3	B	11/28/2018	01/02/2019
Donald Hale	Water Services	Equipment Operator Senior	B	12/20/2018	01/04/2019
Sharon Benson	Health	Office Support Rep 3	B	12/19/2018	01/02/2019
Edward Simpkins	Codes Administration	Bldg Inspector 1	B	12/05/2018	01/21/2019
Roderic Williams	Police	Police Officer 2	B	12/12/2018	01/02/2019
Brenda Stanley	County Clerk	Admin Svcs Officer 3	B	12/20/2018	01/25/2019
Linda Griffin	Sheriff	Sheriff Classification Cou	B	12/05/2018	01/19/2018
Vincent Rodriguez	Fire	Fire Captain	B	12/20/2018	01/31/2019
Mickey Nolan	Fire	Fire Captain	B	11/28/2018	12/03/2018
Robert Corbin	Fire	Fire Engineer	B	12/20/2018	12/20/2018
Thomas Walker	Sheriff	Correctional Officer Lieut	B	12/12/2018	01/10/2019
Catherine Seigenthaler	Health	Health Manager 2	B	11/28/2018	02/01/2019
Victor Robel	Water Services	Admin Svcs Mgr	B	12/05/2018	01/11/2019
John Nicholson	Police	Police Sergeant	B	12/19/2018	01/12/2019
Gregory Jones	Police	Police Officer 2	B	12/20/2018	01/11/2019
Helen Simmons	General Hospital	Metro Hospital Auth Employee	B	12/12/2018	12/17/2018
Sharon Hill	Municipal Auditorium	Admin Svcs Officer 3	B	11/28/2018	01/04/2019
Darla Moran *	MNPS	WORKER - CUSTODIAL	B	12/12/2018	01/01/2019
Debra Hoffman *	Health	Office Support Rep 3	B	10/17/2018	01/01/2019
Nancy Mosley *	General Hospital	Environ Services Tech	B	11/19/2018	12/01/2018
Connie Moore *	Metro Action Commission	Bus Driver	B	11/26/2018	07/01/2018
Gredonna Wilkerson *	Sheriff	Admin Svcs Officer 1	B	12/21/2018	06/01/2018
Juan Knight *	Fire	Fire Fighter 2	B	11/24/2018	08/01/2018
David Butler *	Sheriff	Correctional Officer 1	B	12/01/2018	01/01/2019

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Gary Daniel	Public Library	B	12/01/2018

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

**Disability to service (continued)**

Employee	Department	Plan A/B	Effective Date of Conversion
Garry Black	Water Services	B	12/01/2018
Lewis Roberts	Police	B	07/01/2018

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Rose Stokes	Bordeaux Long Term Care	Service With Option	B	01/01/2018	Option A	
Arosa Petre	MNPS	Service Without Option	B	11/01/2018	Normal	
Richard Riebeling	Mayor's Office	Early Service With Option	B	12/01/2018	Option A	
Anthony Lipscomb	General Sessions Court	Service With Option	B	10/25/2018	Option A	
Marsha Cole	Water Services	Service Without Option	B	11/17/2018	Normal	
Sadona Chance	Emergency Communication Center	Service Without Option	B	10/20/2018	Normal	
Michael Dudley	Police	Early Service With Option	B	11/16/2018	Option B	
Cleavland Blanton	Water Services	Early Service Without Option	B	11/21/2018	Normal	
Austin Writesman	Fire	P&F Service Pen With Option	B	11/20/2018	Option B	
Reggie Hampton	Fire	Service Without Option	B	11/10/2018	Normal	
Michael Jackson	Fire	P&F Service Pen Without Option	B	11/01/2018	Normal	
Donna Blackburne Jones	Criminal Justice Planning Unit	Early Service Without Option	B	11/17/2018	Normal	
Mikell Wiggs	Police	P&F Service Pen Without Option	B	12/01/2018	Normal	3
Danny Satterfield	Police	P&F Service Pen With Option	B	11/01/2018	Option A	1
William Miller	Police	P&F Service Pen With Option	B	11/03/2018	Option E	
Patricia Magee	Metro Action Commission	Service With Option	B	12/01/2018	Option D	
Benford Williams	Police	Service With Option	B	12/01/2018	Option A	
Mildred Davis	Election Commission	Service Without Option	B	12/01/2018	Normal	
Trudy Sewell	MNPS	Service With Option	B	01/01/2018	Option D	
Roxann Brown	Emergency Communication Center	Service With Option	B	09/01/2018	Option E	
Robert Howse	MNPS	lod Disability	B	10/01/2018		
Ann Smith	General Hospital	Service With Option	B	01/01/2018	Option D	
Nancy Mosley	General Hospital	Service Without Option	B	12/01/2018	Normal	
James Wilson Jr	Sheriff	P&F Service Pen Without Option	B	04/01/2018	Normal	
Douglas Sanders	Fire	P&F Service Pen With Option	B	01/01/2018	Option E	
Juan Knight	Fire	P&F Service Pen Without Option	B	08/01/2018	Normal	
Craig Clifford	Water Services	Service With Option	B	12/01/2018	Option B	
Joann Steele	Police	Service Without Option	A	12/01/2018	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**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Rose Stokes	Bordeaux Long Term Care	Silas Stokes	B	11/30/2018
Michael Dyce	Convention Center	Dianne Dyce	B	11/27/2018
Ronnie Stafford	Water Services	Danita Stafford	B	12/15/2018
Henry Nichols	Unknown	Betty Nichols	C	11/30/2018
Patti Deer	Water Services	Anthony Dooley	B	11/30/2018
George Thompson	General Services	Martha Thompson	B	12/05/2018
Richard Fulton	Unknown	Sandra Fulton	A	11/29/2018

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

**Survivor (continued)**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Thomas Riggsby	Water Services	Barbara Riggsby	B	11/23/2018
Sherry Carter	MNPS	George Carter III	B	12/08/2018
David Smith	Police	Donna Smith	B	12/09/2018

**BENEFIT BOARD ITEMS**

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

1. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer, Human Resources staff, was available for any questions.

There was some discussion of the earnings on some of the individual's and direct payments of insurance premiums if they are zeroed out.

Christine Bradley moved to accept the report and have the individual's disability pensions adjusted accordingly. Todd Henry seconded.

Lori Meyer noted that the report also details those disability pensions that will be restored due to not being over their outside allowable earnings.

A vote was taken on the motion to accept the report and have the individual's disability pensions adjusted accordingly and the Board approved without objection.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna correspondence – Express Scripts.

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

Christina Hickey made note of item 2.-c.

3. 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.
- g. 2019 Annual Enrollment overview.
- h. Accomplishments for 2018.

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

Christina Hickey made note of items 3.-g. and 3.-h. and Justin Stack, Human Resources staff, was available for any questions.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:16 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**