

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**February 5, 2019**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 5, 2019 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:31 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.

**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 January 2, 2019. With no corrections, nothing further was noted, and Jerry Hall moved for approval. Stacey Rucker 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.

Benefit Board item 1 was taken out of order.

### **BENEFIT BOARD ITEMS**

1. 457 plan consultant request for proposal.

Christina Hickey reported to the Board that the Purchasing Division is completing the procurement process for the 457 Plan consultant request for proposals (RFPs) and will update the Board on the status of the award subject to the Board's approval.

Sandra Walker and Michelle Hernandez Lane, Procurement, were present. Sandra Walker informed the Board that they received 16 responses and plan to issue the intent to award.

There was some discussion regarding who the intent to award will be issued to, pricing, and what the procurement code and regulations state regarding the procurement method.

There was also some discussion regarding the Board advisor for the procurement.

Shannon Hall moved to accept the award. Stacey Rucker seconded and the Board approved without objection.

#### **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.

The employee was present for item 1.

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.

The employee addressed the Board regarding the request.

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Todd Henry moved for approval of the recommendation to approve the disability pension new request, item 1 through for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

The employee was present for item 2.

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

The employee stated that he has an upcoming appointment and will have additional medical information related to the request and requested a continuance until he gets those test results.

There was some discussion as to whether or not this additional information will change the recommendation.

Dr. Gill Wright stated that based on his exam and current history it would not change his recommendation.

There was some discussion regarding his current condition, upcoming appointments, and a possible surgery.

Todd Henry moved to continue item 2. Stacey Rucker seconded.

It was clarified that he is not currently on a disability pension and that this request should be deferred.

William Coleman, Water Department, was present.

There was some discussion regarding his leave status and that he has not worked since June 2018.

There was some discussion regarding his job description in an attempt to understand why he can't work.

The employee discussed his job duties and stated that he was reclassified based off his job title not actually the duties. There was also some discussion that the job description does not match the actual duties.

A vote was taken on the motion on the disability pension new request item 2, to defer for one month and the Board approved with Edna Jones, Stephanie Bailey and Talia Lomax-O'dneal opposed.

The employee was advised that if there is any medical information that he thinks supports this request to submit it to the CSME.

On the disability pension re-exams, it was noted that items 5 and 6 will be discussed separately as it was requested that the individuals be present.

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. Christine Bradley 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.

It was noted that items 7 and 12 will also be discussed separately.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 8, 9, 10, 11 and 13 for the length of time as recommended. Talia Lomax-O'dneal moved for approval of the recommendation to continue the disability pension reexaminations, items 8, 9, 10, 11 and 13 for the length of time as recommended. Todd Henry seconded and the Board approved without objection.

The individual was present for item 5.

Harold Finch, Metropolitan Nashville Public Schools, (MNPS), was present.

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. He stated that the results of the functional

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

capacity evaluation show that she is unable to perform the full duties of her position. B.R. Hall moved for approval of the recommendation to continue the disability pension reexamination, item 5 for the length of time as recommended. Todd Henry seconded and the Board approved without objection.

The individual was present for item 6.

Les Bowron, Health Department, was present.

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. He stated that after evaluation of the functional job description it was discovered that she actually has to lift heavier than what is currently in the job description.

The individual addressed the Board regarding her conditions and upcoming surgery.

Les Bowron, Health Department, stated that they are in the process of evaluating job descriptions and will be updating them as necessary.

Jerry Hall moved for approval of the recommendation to continue the disability pension reexamination, item 6 for the length of time as recommended. B.R. 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, item 7 for the length of time as recommended.

There was some discussion regarding the recommended re-exam date and changing it to without stipulation of scheduled re-exam.

Stacey Rucker moved for approval of continuing the disability pension reexamination item 7 without stipulation of scheduled re-exam. B.R. Hall seconded.

After some discussion of the individual's conditions, changing the recommendation to without stipulation and that a disability pensioner can be put in the re-exam cycle at any time a vote was taken on the motion to continue the disability pension reexamination item 7 without stipulation of scheduled re-exam and the Board approved with Stephanie Bailey and Talia Lomax-O'dneal and Christine Bradley opposed.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination item 12 for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexamination item 12 for the length of time as recommended. Shannon Hall seconded.

After some discussion of any psychological issues a vote was taken on the motion to continue the disability pension reexamination item 12 for the length of time as recommended 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.	John M. Downs	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for two years, (February 2021), with re-exam at that time.
2.	Lee A. Nelson, II	Water	Medical	As moved, seconded and approved, this disability pension request was deferred.

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

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
3.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one month, (March 2019), with re-exam at that time.
4.	Stief A. Fuller	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
5.	Theresa L. Haddan	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (February 2020), with re-exam at that time.
6.	Rehana K. Hashimi	Health	Medical	As moved, seconded and approved, this disability pension was continued for six months, (August 2019), with re-exam at that time.
7.	Charles F. Holland	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
8.	Katherine D. Ladd	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued with an independent psychological evaluation for three months, (May 2019), with re-exam at that time.
9.	Lori L. McAlister	Fire	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
10.	Paul A. Jacob	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
11.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension was continued for one year, (February 2020), with re-exam at that time.
12.	Paris M. Spraggins	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (May 2019), with re-exam at that time.

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

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
13.	David M. Tippitt	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for four months, (June 2019), with re-exam at that time.

**SOCIAL SECURITY REFERRALS:**

Dr. Gill Wright reported to the Board that there are no Social Security referrals.

At this time, B.R. Hall commended Alternative Service Concepts, (ASC) and Steve Cain, HR staff, on how they handled an issue with the IOD pharmacy program.

Stephanie Bailey noted that her questions were related to item 13 and not 12.

**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
Michael Bass *	Police	Police Officer 2	B	12/26/2018	02/01/2019
Marilyn Broyles	MNPS	MONITOR - SCHOOL BUS	B	12/26/2018	01/11/2019
Taffy Marsh	MNPS	DIR - CENTRAL SVCS & INVENTORY	B	01/23/2019	03/01/2019
William Paul	Health	Chief Medical Dir	B	01/16/2019	02/15/2019
Shannon Draper	MNPS	ASST - FOOD SVC	B	01/09/2019	01/31/2019
Madeleine Hewitt	MNPS	MGR - FOOD SERVICE III HS	B	01/16/2019	02/28/2019
Kelly Purcell	MNPS	DRIVER - BUS	B	01/23/2019	01/25/2019
Lana Bell	MNPS	ED ASST - EX ED PRE-K	B	12/28/2018	01/08/2019
Karen Hatfield	MNPS	SUPV - CAMPUS	B	01/16/2019	01/23/2019
Patricia Payne	MNPS	ASST - FINGERPRINTING	B	01/09/2019	02/09/2019
Robin Moore	Parks	Application Tech 2	B	01/16/2019	02/15/2019
Leroy Claybrooks Jr	Public Library	Custodian 1	B	01/23/2019	02/04/2019
David Guess	Health	Environmentalist 2	B	01/09/2019	08/27/2019
David Hagblom	Fire	Paramedic 2	B	01/16/2019	01/30/2018
Patricia Cullom	Social Services	Nutrition Site Coord	B	12/26/2018	12/31/2018
Cynthia Gibson	Water Services	Admin Asst	B	01/19/2019	02/01/2019
Joe Bone	Codes Administration	Bldg. Inspector 2	B	01/09/2019	01/25/2019
Michael Banniza	Register of Deeds	Satellite position	B	01/23/2019	02/01/2019
Ronald Barnes	Codes Administration	Electrical Inspection Chief	B	01/16/2019	02/01/2019
Sandra Duke	Juvenile Court	Social Work Tech	B	09/25/2018	10/01/2018
Norman Hymer	Fire	Fire Fighter 3	B	01/23/2019	02/02/2019
Kevin Tomlin	Fire	Fire District Chief	B	01/23/2019	01/31/2019
Wesley Hudson	Fire	Fire Engineer	B	01/09/2019	01/23/2019
Darrell Dillehay	Fire	Fire District Chief	B	01/04/2019	01/04/2019
Timothy Hollingsworth	Information Technology Service	Information Systems Advisor 1	B	01/24/2019	01/26/2019
Danny Hubble	Public Works	Maint & Repair Supv	B	01/08/2019	01/11/2019
Gerald Quinn Jr	Sheriff	Sheriff Prisoner Processor 1	B	12/27/2018	01/14/2019
Richard Freudenthal	Public Library	Property Guard 2	B	12/23/2018	12/28/2018
Billy Gross Jr *	Police	Police Officer 2	B	01/16/2019	02/01/2019
Mark Meghreblian *	Sheriff	Sheriff Prisoner Processor 1	B	01/18/2018	07/01/2018
Susan Aisner *	Health	Animal Control Officer 3	B	12/20/2018	01/01/2019
Broderick Hamlett *	Parks	Custodian 1	B	01/22/2019	09/01/2018
Deborah Hill *	Metro Action Commission	Headstart Teacher 2	B	01/07/2019	05/01/2017
Shelly Garner *	MNPS	SECRETARY/CLERK	B	01/09/2018	02/01/2019

**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
Lillian Bryan *	MNPS	CLERK - PUPIL PERSONNEL	B	01/03/2019	08/01/2013
Robert Allen *	Public Works	Equip Operator 2	B	12/15/2018	02/01/2019
Deborah Armour *	Information Technology Service	Info Systems App Analyst 3	B	01/09/2019	02/01/2019
Jeanne Camp *	General Hospital	Registered Nurse	B	12/29/2018	06/01/2017
Shelia Dixon *	General Hospital	Medical Technologist	B	01/10/2019	03/01/2019
Frank Hunter *	MNPS	Worker- Custodial	B	01/29/2019	11/01/2015
Ivan Patton *	Bordeaux Long Term Care	Nursing Asst – Certified 2	B	01/22/2019	11/01/2018
Elaine Ridley *	MNPS	Secretary/Clerk	B	01/03/2019	02/01/2019

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Roger Sullivan	General Hospital	B	01/01/2019
Sheila Smith	Codes Administration	B	01/01/2019
Jose Diaz Jr	Police	B	01/01/2019

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Darla Moran	MNPS	Service With Option	B	01/01/2019	Option E	
Helen Simmons	General Hospital	Service With Option	B	01/01/2019	Option A	2
Julia Graves	MNPS	Service Without Option	B	12/07/2018	Normal	
Michael Collier	Parks	Service With Option	B	01/01/2019	Option E	
Craig Owensby	Planning Commission	Service With Option	B	01/01/2019	Option F	
Patricia Cullom	Social Services	Survivor Svc From Svr Iod	B	01/01/2019		
Dena Woodmore	General Hospital	Service Without Option	B	01/01/2019	Normal	
David Crow	Water Services	Service With Option	B	01/05/2019	Option E	
Clarence Blackburn Jr	Water Services	Service With Option	B	01/01/2019	Option E	3
Donald Hale	Water Services	Service With Option	B	01/09/2019	Option E	2
Gloria Bryant	Water Services	Service Without Option	B	01/01/2019	Normal	1
Roderic Williams	Police	P&F Service Pen With Option	B	12/16/2018	Option D	
Riley Walton Jr	Sheriff	P&F Service Pen With Option	B	01/01/2019	Option E	2
Charles Mohon	Fire	Service With Option	B	01/01/2019	Option A	
Mickey Nolan	Fire	P&F Service Pen Without Option	B	01/01/2019	Normal	3
Robert Corbin	Fire	P&F Service Pen With Option	B	01/01/2019	Option E	3
Darrell Dillehay	Fire	P&F Service Pen With Option	B	01/03/2019	Option E	3
Thomas Walker	Sheriff	P&F Service Pen Without Option	B	01/11/2019	Normal	3
Cheryl Harrington	Public Works	Service Without Option	B	01/01/2019	Normal	1
Brenda Williams	Trustee	Service Without Option	B	01/01/2019	Normal	
Constance Caudle	NCAC	Service Without Option	B	01/01/2019	Normal	
Richard Freudenthal	Public Library	Service With Option	B	12/29/2018	Option E	
Donald Crownover Jr	Sheriff	Service With Option	B	01/01/2019	Option A	
Jeralyn Keeter	Police	P&F Service Pen With Option	B	01/01/2019	Option E	
Martis Brown	MNPS	Service Without Option	B	01/01/2019	Normal	
Brenda Rice	Sheriff	P&F Service Pen With Option	B	01/01/2019	Option D	
Christopher Brooks	Police	P&F Service Pen With Option	B	01/01/2019	Option A	
Gredonna Wilkerson	Sheriff	P&F Service Pen With Option	B	06/01/2018	Option E	
Ralph Davage	Parks	Service Without Option	B	01/01/2019	Normal	
Connie Moore	Metro Action Commission	Service Without Option	B	01/01/2019	Normal	
Debra Hoffman	Health	Service With Option	B	01/01/2019	Option B	
Thomas Roach Jr	MNPS	Service Without Option	B	01/01/2019	Normal	

**Key Codes**

**Options**

Normal	Life Annuity	No Option Elected
Option A	Joint & Survivor	100% to Surviving Beneficiary
Option B	Joint & Survivor	50% to Surviving Beneficiary
Option C	Social Security	
Option D	120 Payments	Certain and Life
Option E	Joint & Survivor	100% to Surviving Beneficiary with Pop-Up Feature
Option F	Joint & Survivor	50% to Surviving Beneficiary with Pop-Up Feature

**Drop Elections**

1	1 Year Drop
2	2 Year Drop
3	3 Year Drop

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

**QDRO – None to report**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Brenda Dowell	MNPS	Frederick Dowell	B	12/24/2018
Robyn Taylor	MNPS	Shawn Taylor	B	01/03/2019
Donna Kline	Sheriff	Sydney Kline, Paul Kline	B	01/17/2019
Charles Keaton	Fire	Brenda Keaton	B	01/08/2019
Robert Kurzynske	Planning	Mary Kurzynske	B	01/19/2019
David Parker	Fire	Marjorie Parker	B	01/13/2019
Ralph Stone	General Hospital	Marie Stone	A	12/18/2018
Garnell Howard	MNPS	Bobbie Howard	B	10/27/2018
Terry Simmons	Sheriff'	Mary Simmons	B	12/21/2018
Malcolm Crawford	Codes Administration	Linda Crawford	A	01/23/2019
Janet VanBrackle	Health	Shannon VanBrackle	B	01/15/2019
Michael Dunlap	Police	Mary Dunlap	B	12/18/2018
Brady Gattis Jr	Parks	Mary Gattis	B	12/31/2018
Robert McWright	Fire	Nancy McWright	Closed	12/08/2019
Edward Gann	Fire	Mary Gann	Closed	12/28/2018
Louis Harp	MNPS	Linda Harp	B	01/03/2019
Phillip Martin	General Services	Michelle Martin	B	12/17/2018
Paul Connor	Bordeaux Long Term Care	Joan Connor	B	12/30/2018
Emma Cooksey	MNPS	Marshall Cooksey	B	01/08/2019
Janice Bass	MNPS	Joe Bass	B	01/14/2019
Marcus Ballard	Police	Judy Ballard	B	12/18/2018
Clarence Roberts	Public Works	Bennie Roberts	Closed	01/03/2019

**BENEFIT BOARD ITEMS**

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

1. 457 plan consultant request for proposal.

This item was taken out of order and acted upon accordingly.

2. Pension plan valuation – final results.

Christina Hickey reported to the Board that Findley, (formerly Bryan, Pendleton, Swats & McAlister; BPS&M), will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, Findley, was present and gave some background on rebranding to Findley. Mr. Sullivan gave a summary of the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions and stated that the recommended contribution rate is 12.106%, however he suggests 12.340% in order to keep the rate level.

Christine Bradley moved for approval of the suggested contribution rate of 12.34%. Talia Lomax-O'dneal seconded and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

Items 3.-a. and 3.-b. 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.
- g. Privacy notice.
- h. Pending litigations.

Items 4.-a. through 4.-h. were for information only and no action was required.

Christina Hickey made note of items 4.-g. and 4.-h.

Edna Jones reminded Board members that there will be a Medical and Life Committee meeting after the Study Session.

5. Late item(s):

There were no late action items reported at the meeting.

At this time Board Chair Edna Jones, presented Shannon Hall, Human Resources Director, with an award of excellence to the Benefits staff.

With nothing further presented, the meeting adjourned at 10:24 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**