

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 5, 2019

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 5, 2019 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:32 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 February 5, 2019. With no corrections, nothing further was noted and Talia Lomax-O'dneal 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.

*Denotes the arrival of G. Thomas Curtis.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended. Jerry Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Shannon Hall seconded and the Board approved without objection.

On the disability pension new request, item 4, it was noted that the correct job description has been presented.

The employee was present.

Mark Naccarato, Service Employee's International Union, (SEIU), was present.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new request, item 4.

The employee stated that he does not have a problem with returning back to work, he stated that after the last meeting he has found out what his issues are and will still need to have surgery. He also stated that he is in the process of getting a statement from his physician regarding his restrictions.

Ivan Davis, Water Department, was present.

There was some discussion regarding his job duties, the functional job description, returning to work and working with restrictions.

After confirmation that the department will return him to work and whether or not he wants to withdraw his request or the Board take official action to deny the request, Jerry Hall moved to deny the disability pension new request, item 4. Tom Curtis seconded and the Board approved with B.R. Hall opposed.

The individual was informed that he can re-apply when he has his surgery if needed.

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

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on items 12 through 14, he requests a deferral for one month. B.R. Hall moved for approval of the request to defer items 12 through 14 for one month. Shannon Hall seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 15 he recommends approval of return to work.

Sherry Watson, Metro Action Commission, (MAC), was present and stated that they can return the individual to work.

Jerry Hall moved for approval of the recommendation of return to work on item 15. Tom Curtis seconded and the Board approved without objection.

On the late items, Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, late items 1 through 4, for the length of time as recommended.

After some discussion regarding having time to review the requests and their payroll status, the Board took a break to review the late items.

With no objection to discussing the late items, they were reviewed individually in case of any questions.

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

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, late item 2, for the length of time as recommended.

After some discussion regarding the individual's conditions and giving no re-exam date, Christine Bradley moved for approval of the disability pension new request, late item 2, for the length of time as recommended. Shannon Hall seconded and the Board approved with B.R. Hall opposed.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, late item 3, for the length of time as recommended. Jerry Hall moved for approval of the disability pension new request, late item 3, for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, late item 4, for the length of time as recommended. Jerry Hall moved for approval of the disability pension new request, late item 4, for the length of time as recommended. Talia Lomax-O'dneal seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Corey P. Daniel	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (September 2019), with re-exam at that time.

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

NEW REQUESTS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Daniel D. Kordie	Police	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
3.	Jonathan S. Lowe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (March 2020), with re-exam at that time.
4.	Lee A. Nelson, II	Water	Medical	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	Christopher L. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one month, (April 2019), with re-exam at that time.
6.	Consuelo B. Claybon	Police	Medical	As moved, seconded and approved, this disability pension was continued for two years, (March 2021), with re-exam at that time.
7.	Frank J. Hardy	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two months, (May 2019), with re-exam at that time.
8.	Billy J. Marlowe, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
9.	Deborah F. Parker	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
10.	Andrea N. Swisher	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
11.	Richard S. Uselton	Fire	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Sherrie R. Davids	State Trial Courts	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (April 2019), with re-exam at that time.
13.	Oscar Markham	Library	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (April 2019), with re-exam at that time.
14.	Titus E. Moore	Public Works	Medical	As moved, seconded and approved, this disability pension was deferred for one month, (April 2019), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
15.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded and approved, this individual was returned to work.

NEW REQUESTS – LATE ITEMS

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Erid N. Harrison	Police	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (September 2019), with re-exam at that time.
2.	Allen McQueen	Parks	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (September 2019), with re-exam at that time.
3.	Dena I. Underwood	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.
4.	Howard W. Wright, Jr.	Parks	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled 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. Stephanie Bailey seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
				Case Mgmt	CSME	
1	Haddan, Theresa L.	MNPS	Pension Approval	Yes	Yes	May Meet Medical-Vocational Guidelines
2	Hashimi, Rehana K.	Health	Pension Approval	Yes	Yes	Evaluation
3	Holland, Charles F.	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. Christine Bradley seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Jo Ortiz *	MNPS	CASHIER - CLUSTER LD	B	01/29/2019	03/01/2019
Elizabeth Fisher	Public Library	Library Mgr 2	B	01/30/2019	03/01/2019
Lynn Whiting	MNPS	CASHIER - FOOD SVC	B	02/13/2019	03/29/2019
Merrie Clark	MNPS	DIR - GRANT MANAGEMENT	B	01/30/2019	03/01/2019
Debbie Williamson	MNPS	ASST - FOOD SVC	B	02/06/2019	03/19/2019
Arnitha Gray	MNPS	DRIVER - BUS	B	02/06/2019	03/08/2019
Willie Huff	MNPS	WRITER - SERVICE	B	02/06/2019	03/08/2019
Steven Short	MNPS	DRIVER - BUS	B	02/13/2019	03/01/2019
Schonita Kinzer	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	02/20/2019	03/01/2019
Cindy McCormick	MNPS	ADMIN - RECORDS SCH FIN PAY 1	B	02/12/2019	02/12/2019
Pamela Hauser	MNPS	ASST - ENROLLMENT	B	02/07/2019	02/28/2019
Mary Hutchison	MNPS	CASHIER - CLUSTER LD	B	02/21/2019	02/23/2019
Marlene Fuller	Metropolitan Clerk	Admin Svcs Officer 3	B	02/20/2019	04/10/2019
Fatemeh Sami	General Hospital	Respiratory Therapist (RPT)	B	02/13/2019	02/13/2019
Ramona Howard	Health	Public Health Nurse 1	B	02/06/2019	03/09/2019
Joseph Dillard Iii	Water Services	Utility Maintenance Spec 2	B	02/20/2019	03/01/2019
Richard Vaughn	Police	Information Systems Advisor 2	B	02/13/2019	03/22/2019
John Neely Sr	Police	Police Officer 2	B	01/30/2019	03/01/2019
Leslie Hollis	Fire	Fire Captain	B	01/30/2019	02/01/2019
Darryl Stevens	Fire	Fire Engineer	B	02/20/2019	03/13/2019
Kenneth Breedlove	Fire	Fire Engineer	B	01/30/2019	03/01/2019
Walter Perry Jr	Fire	Fire Fighter 3	B	02/20/2019	02/26/2019
Will Dobson	Fire	Fire Captain	B	01/30/2019	02/19/2019
John Slate	General Sessions Court	Admin Svcs Mgr	B	02/06/2019	02/09/2019
Eileen Young	Fire	Fire Inspector 2	B	02/20/2019	03/01/2019
Steven McPeak	Information Technology Service	Information Sys Oper Analyst 3	B	02/13/2019	03/23/2019
Diane Bauer	Health	Public Health Nurse 1	B	02/06/2019	05/20/2019
Robert Sheffield	Police	Police Sergeant	B	02/13/2019	03/01/2019
Joseph Helmintoller	Police	Police Officer 2	B	02/13/2019	03/08/2019
David Cassidy *	Caring for Children	Program Mgr 1	B	01/11/2019	06/01/2018

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
Vezelia Harris *	Knowles Home	Group Care Worker- Certified	B	01/29/2019	12/01/2018
Michael Toth *	Police	Police Officer 2	B	01/15/2019	06/01/2018
Thomas Mungall Jr *	Police	Police Security Guard 1	B	01/22/2019	06/01/2014
Gipson Groom Jr *	Farmer's Market	Finance Officer 3	B	12/04/2018	09/01/2018
Angela Becker *	General Hospital	Nurse Practitioner	B	11/14/2018	12/01/2012
Deborah Hall *	Bordeaux Long Term Care	Licensed Practical Nurse	B	01/09/2019	03/01/2016
David Rowe *	Public Works	Maint & Repair Worker 2	B	02/20/2019	04/01/2019
Elaine Ridley *	MNPS	SECRETARY/CLERK	B	01/03/2019	02/01/2019
Sandra Patillo *	MNPS	ED ASST - EX ED MIP REGULAR	B	02/05/2019	01/01/2019
Melvin Covington *	MNPS	CUSTODIAN - SR	B	02/05/2019	07/01/2017
Johnny Lee *	Water Services	Indust Maint Supv 1	B	01/19/2019	06/01/2018

* Deferred Benefit

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
Michael Vondohlen	Police	A	02/01/2019
Rose Miller	Bordeaux Long Term Care	B	02/01/2019
Gary Stone	MNPS	B	02/01/2019
Pamela Foxx	MNPS	B	02/01/2019

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Michael Bass	Police	P&F Service Pen Without Option	B	02/01/2019	Normal	
John Chance	MNPS	Service With Option	B	01/01/2019	Option E	
Larry Price	Public Library	Service With Option	B	01/12/2019	Option B	
Marilyn Broyles	MNPS	Service Without Option	B	01/11/2019	Normal	
Betty Campbell	MNPS	Service Without Option	B	01/01/2019	Normal	
Herndon Crouch	MNPS	Service With Option	B	01/01/2019	Option A	
Becky Upchurch	MNPS	Service With Option	B	01/01/2019	Option F	
Donna Brown	MNPS	Early Service With Option	B	01/12/2019	Option D	
Rita Wells	MNPS	Service With Option	B	01/11/2019	Option B	
Clemencia Donovan	MNPS	Service Without Option	B	01/01/2019	Normal	
Lana Bell	MNPS	Early Service With Option	B	01/05/2019	Option E	
Donna Gosnell	MNPS	Early Service With Option	B	01/05/2019	Option F	
Eleanor Key	MNPS	Service With Option	B	01/01/2019	Option F	
Karen Hatfield	MNPS	Early Service Without Option	B	01/23/2019	Normal	
Dottie Howe	MNPS	Early Service With Option	B	01/01/2019	Option F	
Marjorie Abernathy	MNPS	Early Service With Option	B	02/01/2023	Option C	
Evelyn Brown	Register of Deeds	Service With Option	B	01/01/2019	Normal	
Elinor Beck	Register of Deeds	Service With Option	B	01/01/2019	Option E	
William Talley	Codes Administration	Early Service With Option	B	01/23/2019	Option D	
William Swafford	Sheriff	Service With Option	B	01/01/2019	Option E	
Loretta Lang	Juvenile Court	Service With Option	B	01/01/2019	Option A	3
David Hagblom	Fire	P&F Service Pen Without Option	B	01/30/2019	Normal	
Stephen Foster	Water Services	Service Without Option	B	01/08/2019	Normal	
Terry Gooch	Public Works	Service With Option	B	01/12/2019	Option A	2
John Jumper	Public Works	Service With Option	B	01/01/2019	Option E	2
Kathy Mctear	Public Library	Service Without Option	B	01/18/2019	Normal	3
Willadean Cowan Carter	General Hospital	Service Without Option	B	01/04/2019	Normal	
Derald Pitts	Convention Center Authority	Service With Option	B	01/05/2019	Option D	
Stephen Edwards	Water Services	Service Without Option	B	01/03/2019	Normal	
Sharon Benson	Health	Service With Option	B	01/03/2019	Option D	3
Joe Bone	Codes Administration	Service With Option	B	01/26/2019		
Edward Simpkins	Codes Administration	Service With Option	B	01/23/2019	Option E	2
Linda Griffin	Sheriff	P&F Service Pen With Option	B	01/26/2019	Option F	1

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
Margo Cooper	Juvenile Court	Service Without Option	B	01/02/2019	Normal	1
Carla Langley	Codes Administration	Service With Option	B	01/25/2019	Option F	1
Adrienne Brown	Codes Administration	Service With Option	B	01/12/2019	Option F	2
Sandra Duke	Juvenile Court	Early Service With Option	B	01/01/2019	Option E	
Leslie Hollis	Fire	P&F Service Pen With Option	B	01/31/2019	Option E	3
Kevin Tomlin	Fire	P&F Service Pen Without Option	B	01/30/2019	Normal	1
Timothy Hollingsworth	Information Technology Service	Service With Option	B	01/26/2019	Option F	3
Danny Hubble	Public Works	Early Service Without Option	B	01/12/2019	Normal	
Victor Robel	Water Services	Service With Option	B	01/12/2019	Option E	
John Nicholson	Police	P&F Service Pen With Option	B	01/12/2019	Option A	
Shelia Nidiffer	Police	P&F Service Pen Without Option	B	01/08/2019	Normal	3
Gregory Jones	Police	P&F Service Pen With Option	B	01/12/2019	Option F	
Terry White	Water Services	Service With Option	B	01/12/2019	Option B	3
Richard Thomopoulos	Codes Administration	Service With Option	B	01/17/2019	Option F	
Gerald Quinn Jr	Sheriff	P&F Service Pen With Option	B	01/15/2019	Option A	
Sharon Hill	Municipal Auditorium	Service Without Option	B	01/05/2019	Normal	
Broderick Hamlett	Parks	Service Without Option	B	01/01/2019	Normal	
Susan Aisner	Health		B			
Billy Gross Jr	Police	P&F Service Pen With Option	B	02/01/2019	Option E	
David Butler	Sheriff	Service With Option	B	01/01/2019	Option E	
Gipson Groom Jr	Farmer's Market		B			
Deborah Hill	Metro Action Commission	Service Without Option	B	01/01/2019	Normal	
Philip Wharton	Knowles Home	Service Without Option	B	01/01/2019	Normal	
Shelly Garner	MNPS	Service Without Option	B	02/01/2019	Normal	
Frank Hunter	MNPS	Service Without Option	B	01/01/2019	Normal	
Lillian Bryan	MNPS	Service Without Option	B	01/01/2019	Normal	
Deborah Armour	Information Technology Service	Service Without Option	B	02/01/2019	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
Glenda Walpole	MNPS	William Walpole	B	01/23/2019
Carl Gupton	Water Services	Patsy Gupton	B	02/01/2019
James Sisk	MNPS	Betty Sisk	A	01/26/2019
William Chunn	General Services	Annette Chunn	B	02/18/2019
Terry Reece	Public Works	Stephanie Reece	B	01/27/2019
Robert Vaught	Water Services	Patricia Vaught	B	01/14/2019
Franklin Rader	Fire	Shirley Rader	B	01/08/2019
Esther Neal	General Hospital	Bethany Neal	B	02/05/2019

BENEFIT BOARD ITEMS

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

1. Fiscal year 2020 Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the February Study Session, the proposed Benefit Board budget for fiscal year 2020 is being presented for review and approval.

Tom Eddlemon, Treasury, and Ginger Hall, Human Resources, were present for any questions.

There was some discussion regarding how many of the positions are open range positions.

Talia Lomax-O'dneal moved for approval of the 2020 Benefit Board budget. Shannon Hall seconded and the Board approved without objection.

2. Requested plan considerations for calendar year 2020.

Christina Hickey reported to the Board that member Jerry Hall has requested to consider adding coverage of breast pumps to the Metro medical plans. She stated that this request was initiated by a member of the BlueCross BlueShield plan. She also reported that member B.R. Hall, Sr. has requested to consider coverage of proton beam therapy for the treatment of prostate cancer for the Metro medical plans. Ms. Hickey stated that should the Board want to include one or both coverages to the medical plans, the Board can request Deloitte to gather information for the Board's review and any associated cost from Findley for plan consideration calendar year 2020.

There was some discussion regarding the last time the medical plans were reviewed.

Todd Henry moved to have the requests for coverages reviewed. Christine Bradley seconded and the Board approved without objection.

3. In Line of Duty Committee report: (Committee Chair: Jerry Hall; Vice-Chair: Christine Bradley; Members: Shannon B. Hall and Stacey Rucker. Alternates: Edna J. Jones and Talia Lomax-O'dneal)

Christina Hickey reported to the Board that the In Line of Duty (IOD) Committee met on February 15, 2019 to deliberate on 8 in line of duty medical care requests. She stated that items #5 and #6 were withdrawn and item #7 was deferred.

Committee Chair Jerry Hall stated that on item 4, the IOD medical care request for the pensioner from the Fire Department, Alternative Service Concepts, (ASC), has changed their denial and will cover the claim.

Christina Hickey stated this was based on the opinion change by the CSME and no action will be required on this item.

Tracy Patterson, ASC, was present.

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 no corrections, Christine Bradley moved for approval of the In Line of Duty Committee minutes. Shannon Hall seconded and the IOD Committee minutes were approved without objection.

Committee Chair Jerry Hall reviewed the recommendations with the Board. He stated that on item 1, the IOD medical care request for the employee from Metropolitan Nashville Police Department (MNPd), the Committee recommended to uphold the denial by ASC.

B.R. Hall called for a point of order on item 4, the IOD medical care request for the pensioner from the Fire Department.

3. In Line of Duty Committee report: (continued)

There was some discussion on item 4, the IOD medical care request for the pensioner from the Fire Department that ASC approved the medical care request.

Nicki Eke, Legal Department, stated that if ASC has changed their opinion it is pretty much moot because appeals arrive at this Board when there is a denial or the department does not concur with ASC's action. She stated that since ASC has changed it's decision and the department does not have a contrary opinion there is no longer an appeal pending.

There was some discussion that it would only come to the Board if ASC does not approve or if ASC approves and the department disagrees with ASC's decision. It was noted that the IOD cases that are approved do not come before the Board.

Committee Chair Jerry Hall reported to the Board that on item 1, the IOD medical care request for the employee from Metropolitan Nashville Police Department (MNPd), the Committee recommended to uphold the denial by ASC.

Todd Henry stated that the attorney for this case did indicate that he would not be able to be present today and questioned if the attorney or employee contacted Human Resources staff.

Christina Hickey stated no.

James Smallwood, union representative, was present and requested a deferral for the employee.

After some discussion regarding representation for the employee, the employee or the attorney contacting the office and requesting a deferral for this item, Todd Henry moved to defer item 1, the IOD medical care request for the employee from MNPd to the next Board meeting. Stacey Rucker seconded and the Board approved with Stephanie Bailey opposed and Talia Lomax-O'dneal, Christine Bradley, Shannon Hall and Tom Curtis abstaining.

Committee Chair Jerry Hall reported to the Board that on item 2, the IOD medical care request for the pensioner from MNPd and Emergency Communications Center, (ECC – 911), the Committee recommended to uphold the denial by ASC.

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

There was some discussion regarding hearing tests during annual physicals and an initial hearing test in the pensioners file from 1972 that shows no issues with his hearing.

There was also some discussion regarding an annual physical from 2006 that shows some hearing loss.

After some discussion regarding the hearing tests during physicals, Todd Henry moved to overturn ASC's denial and approve the claim. Stacey Rucker seconded and the Board approved with Edna Jones, Christine Bradley and Talia Lomax-O'dneal opposed and Stephanie Bailey and Shannon Hall abstaining.

Committee Chair Jerry Hall reported to the Board that on item 3, the IOD medical care request for the pensioner from the Fire Department, the Committee recommended to uphold the denial by ASC.

Edna Jones noted that some additional information regarding hearing loss was provided for this item.

The pensioner was present.

Mark Young, union representative, was present.

Dr. Gill Wright stated that this case is not similar to the previous case. He stated the individual has a medical issue that is not related to work.

3. In Line of Duty Committee report: (continued)

There was some discussion regarding when the individual was hired and that the initial physical noted ear trouble and that the medical record shows a significant medical history of things not work related that contributed to hearing loss.

There was some discussion regarding things on the job that could have contributed to his hearing loss.

There was some discussion regarding National Fire Protection Association guidelines to help protect hearing.

Mark Young, union representative, addressed the Board regarding the request. He reviewed different noise exposures that can contribute to hearing loss.

There was some discussion regarding OSHA, firefighters and hearing loss, his medical history, his current condition and not knowing the extent of his hearing loss because of that condition.

Jerry Hall called for the question.

Edna Jones moved to uphold the denial by ASC on item 3, the IOD medical care request for the pensioner from the Fire Department. Stephanie Bailey seconded and the Board approved with Stacey Rucker and B.R. Hall opposed and Todd Henry abstaining.

**Denotes Talia Lomax-O'dneal leaving the meeting.

There was some discussion regarding hearing conservation programs within the Fire Department.

Jamie Summers and Jerry Moreland, Fire Department, addressed the Board regarding hearing conservation programs. Jamie Summers stated that she will have to look into whether or not it is a conservation program. She stated that hearing protection devices are currently provided for all employees that are in the cabs and ambulances

Jerry Moreland stated that the cabs are also better insulated.

The Board was in agreement that this should be discussed at a Study Session in order to better understand what is being done regarding hearing conservation.

***Denotes Talia Lomax-O'dneal returning to the meeting.

It was also requested that someone from the Police Department join in the discussions.

There was also some discussion regarding the older medical records and possibly having exit exams.

Committee Chair Jerry Hall reported to the Board that on item 8, the IOD medical care request for the employee from Metro Nashville Public Schools, the Committee recommended to uphold the denial by ASC.

The employee was not present.

Christine Bradley moved to uphold the denial on item 8, the IOD medical care request for the employee from Metro Nashville Public Schools. Tom Curtis seconded and the Board approved with Edna Jones abstaining.

4. Medical and Life Committee report: (Chair: Christine Bradley; Vice-Chair: Jerry Hall; Members: Stephanie Bailey, B.R. Hall, Sr., Edna J. Jones and Talia Lomax-O'dneal. Alternates: Shannon B. Hall and Stacey Rucker)

Christina Hickey reported to the Board that at the February 19, 2019 Medical and Life Committee, a member participating in the self-insured PPO plan administered by BlueCross BlueShield of Tennessee appealed a denial for proton beam radiation therapy for the treatment of prostate cancer. She stated that BlueCross Blue Shield has denied this procedure as it is considered investigational. Ms. Hickey stated that the Committee recommended approving the requested procedure for this particular member.

4. Medical and Life Committee report: (continued)

Committee Vice-Chair Jerry Hall asked if there were any amendments, corrections or questions of the minutes from the Medical & Life Committee meeting. With no corrections, Stephanie Bailey moved for approval of the Medical & Life Committee minutes. Edna Jones seconded and the Medical & Life Committee minutes were approved without objection.

Dr. James Gray, Provision, was present for any questions regarding his presentation on the treatment.

Kim Fryar and Karen Vloedman, MD, Blue Cross Blue Shield, (BCBS), were present. Karen Vloedman discussed why the treatment is not covered by BCBS and how they came to the current policy. She also discussed that it is covered by Medicare if you are on a trial registry. She stated that even though the field is evolving it is not recommended outside out of a clinical trial or registry. She also stated that for commercial policies as it relates to this treatment it's considered not medically necessary or investigational and would be reviewed based on the plans documents. She also stated that carriers as a matter of when contracting with employer groups are required to put in place the least costly alternative, meaning if the quality is exactly the same, if one is not better than the other, then the least costly alternative is approved.

Dr. James Gray reviewed the pro's of this therapy, the individual being on a trial registry and the use of the term investigational. He also described the treatment technique, which keeps it on the targeted area and away from adjacent tissues.

There was some discussion of being eligible for this treatment if you are on a trial registry and that there are some cases with BCBS where you can be treated with this therapy without being on a trial registry.

Edna Jones moved for approval of covering this proton treatment for this particular member under the plan provisions. Stacey Rucker seconded and the Board approved without objection.

There was further discussion regarding commercial employer groups having the options to make choices about what they cover and don't cover.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna enhancements correspondence.
- d. Opioid prevention correspondence.

Items 5.-a. through 5.-d. were for information only and no action was required.

Paul Huffman, Cigna, reviewed item 5.-c. with the Board. He reviewed some of the enhancements to the resources made available to anyone on the Cigna plan that has the behavioral health coverage. He also stated that Cigna as a whole has made counseling and employee assistance programs available to any military service or first responder regardless of if they are a Cigna member or not.

Shannon Hall suggested that information regarding these services come directly from Cigna to the members.

Shannon Hall reviewed item 5.-d. with the Board. She stated that information is being sent out to members regarding the use of opioids.

6. 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 6.-d. through 6.-f. were for information only and no action was required.

7. Late item(s):

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

It was noted by a Board member that in relation to item 5.-d. that public officials are taking payments from the pharmaceutical companies.

With nothing further presented, the meeting adjourned at 11:10 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board