

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**July 2, 2019**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 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, Harold W. Finch, II, B.R. Hall, Sr., 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 and Nicki Eke, Attorney, Metro Legal Department.

**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 June 4, 2019 and the June 18, 2019 Special Called meeting. With no corrections, nothing further was noted, and Shannon Hall moved for approval. Tom Curtis 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.

Board Chair Edna Jones welcomed new member Harold Finch.

#### **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), was unable to be present. Claire Cobb, CSME Assistant, and Diana Buzby-Soto, nurse practitioner, reviewed the disability pensions with the Board.

Claire Cobb reported to the Board that the CSME recommends approval of the disability pension new requests, items 1 through 3, for the length of time as recommended. Harold Finch moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Tom Curtis seconded, and the Board approved without objection.

Claire Cobb reported to the Board that the CSME recommends denial of the disability pension new request, item 4 as there are no functional limitations.

Charles Boddie, Public Works, was present.

The employee was not present.

Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request, item 4. Harold Finch seconded.

After clarifying that the department will return the individual to work, a vote was taken on the motion and the Board approved without objection.

Claire Cobb reported to the Board that the CSME recommends approval for continuing the disability pension reexaminations, items 5 and 6 for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexaminations, items 5 and 6 for the length of time as recommended. Stacey Rucker seconded, and the Board approved without objection.

Claire Cobb reported to the Board that on item 7 the CSME is requesting the Board's appropriate determination regarding next steps on the disability pension as the individual is still not compliant.

After some discussion regarding the individual not being compliant, and not complying with the requests from Human Resources and the Board, Tom Curtis moved to terminate the disability pension item 7. Christine Bradley seconded, and the Board approved with Stacey Rucker abstaining.

The individual was present for item 8.

Christi Sawyers, Police Department, was present.

Claire Cobb reported to the Board that the CSME recommends approval of return to work on item 8 in a non-sworn position. B.R. Hall moved for approval of the recommendation of return to work. Tom Curtis 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.	Terry L. Brunett	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for five months, (December 2019), with re-exam at that time.
2.	David J. Butler	Parks	Medical	As moved, seconded and approved, this disability pension request was approved for five months, (December 2019), with re-exam at that time.
3.	Dezmond J. Hughes	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for five months, (December 2019), with re-exam at that time.
4.	Darron D. Nolan	Public Works	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>Board Action Taken</b>
5.	Youza R. Khalaf	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2020), with re-exam at that time.
6..	William K. Stone	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Alonzo N. Giles	Juvenile Court	Medical	As moved, seconded and approved, this disability pension was terminated.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
8.	Eric J. Hayes	Police	In Line of Duty	As moved, seconded and approved, this return to work request was approved.

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

**SOCIAL SECURITY REFERRALS:**

Claire Cobb reported to the Board that the CSME's office concurs with the case management recommendations on the Social Security referrals.

Shannon 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
				CM	CSME	
1	Cunningham, Steven	Water	Pension Approval	Yes	Yes	Evaluation
2	Hammond, Marshall	Health	Pension Approval	Yes	Yes	May Meet SSA Guidelines
3	Kraft, Kelly R.	Fire	Pension Approval	No	No	Does Not Meet SSA Durational Requirements

On the reconsideration, Claire Cobb reported to the Board that the CSME's recommendation is unchanged. She stated that he still recommends return to work.

**RECONSIDERATION(S):**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Sherrie R. Davids	State Trial Courts	Medical	The motion for reconsideration failed.

**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 Helton *	Bordeaux Long Term Care	Admin Svcs Dir	B	03/27/2019	03/01/2019
Jon Cadwell	Emergency Communication Center	Emer Telecommunications Off 4	B	05/29/2019	06/04/2019
Deborah Thomison	MNPS	ASST - SCHOOL GENERAL	B	06/19/2019	05/24/2019
Joyce Hillman	Social Services	Contract Admin	B	06/05/2019	06/29/2019
Micky Fite	Information Technology Service	Information Sys Oper Tech 2	B	06/04/2019	05/30/2019
Cecile Hill	MNPS	CLERK - ACCTG SR	B	06/19/2019	06/04/2019
Margaret Lamberson	MNPS	ED ASST - PRE-K	B	06/19/2019	05/23/2019
Gloria Caruthers	MNPS	SUPV - CAMPUS	B	05/29/2019	05/24/2019
Willie Brown	MNPS	SECRETARY-CLERK	B	06/12/2019	06/21/2019
Donna Morgan	MNPS	ADMIN - RECORDS SCH FIN PAY 11	B	04/17/2019	06/29/2019
Lorraine Stallworth	MNPS	SPEC - COMMUNITY OUTREACH	B	05/29/2019	06/28/2019
Joyce Wilkey	MNPS	ADMIN - RECORDS SCH FIN PAY 1	B	05/29/2019	06/28/2019
Nancy Galloway	MNPS	ADMIN - RECORDS SCH FIN PAY 1	B	06/05/2019	07/04/2019
Charlene Comer	MNPS	ASST - PROGRAM (SUPPORT)	B	06/19/2019	06/28/2019
Michael Gaffney	Clerk and Master	Deputy Clerk & Master I	B	06/05/2019	10/17/2019
Karen Arrington	MNPS	DRIVER - BUS	B	06/05/2019	08/05/2019
Tamara Sutton	Social Services	Nutrition Site Coord	B	06/05/2019	06/29/2019
Sarah Smith	Health	Public Health Nurse 1	B	06/19/2019	07/20/2019
Carolyn Boyce	Health	Warehouse Supv	B	05/29/2019	06/15/2019
David Watson	Water Services	Treatment Plant Tech 2	B	05/29/2019	05/25/2019

**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
Peggy Ballard	Social Services	Nutrition Site Coord	B	06/05/2019	06/29/2019
Romona Johnson	Sheriff	Correctional Officer Lieut	B	06/11/2019	06/11/2019
Glenda Gregory	MNPS	MGR - PROJECT R-12 II	B	06/12/2019	07/13/2019
Eric Campbell	Fire	Fire Engineer	B	05/21/2019	05/22/2019
Larry Hollis	Fire	Fire Fighter 2	B	05/30/2019	06/12/2019
Timothy Dickens	Fire	Fire Fighter 3	B	05/29/2019	06/13/2019
Michael Wall	Finance	Finance Admin	B	06/05/2019	07/06/2019
Michael Underwood	Fire	Fire Captain	B	05/29/2019	07/05/2019
James Hamlet li	Police	Police Sergeant	B	06/19/2019	07/01/2019
Edwin Groves	Police	Police Sergeant	B	06/12/2019	07/19/2019
Melanie Hutchison	Fire	Fire Marshal-Asst	B	05/29/2019	07/05/2019
William Rivers	Water Services	CAD/GIS Analyst 2	B	06/17/2019	05/28/2019
William Buchanan	Water Services	Indust Tech Master	B	06/05/2019	06/14/2019
Timothy Strobl	Convention Center Authority	Cvn Ctr Sales Mgr	B	06/12/2019	06/30/2019
Martha Richardson	County Clerk	Admin Svcs Officer 2	B	06/14/2019	06/15/2019
Russell Greenwood *	Water Services	Indust Tech Master	B	05/23/2019	05/01/2019
Andrew Jackson *	MNPS	ASST - FOOD SVC	B	06/19/2019	12/22/2018
Heidi Weigel *	Water Services	Finance Officer 3	B	06/12/2019	07/01/2019
Virginia Laarz *	Circuit Court Satellite	Ct Admin	B	05/22/2019	07/01/2019
Tony Culpepper Jr *	MNPS	WORKER - CUSTODIAL	B	05/20/2019	03/01/2019
Muhammad Osman *	MNPS	CUSTODIAN - SR	B	06/12/2019	07/01/2019
David Mcgee *	MNPS	CUSTODIAN - SR	B	04/25/2019	02/01/2019
Deborah Thompson *	MNPS	WORKER - CUSTODIAL	B	06/19/2019	03/01/2019
Melissa Ryman *	MNPS	ED ASST - EX ED PRE-K BLENDED	B	05/29/2019	07/01/2019
David Harbsmeier *	Information Technology Service	Information Sys Oper Analyst 3	B	04/03/2019	05/01/2019
Janis Bessire *	District Attorney	Office Support Rep 3	B	04/11/2019	07/01/2019
Veronica Vargas *	MNPS	TRANSLATOR - PARENT OUTREACH	B	06/12/2019	07/01/2019
Ronnie Hamby *	Water Services	Cust Svc Field Rep 3	B	04/29/2019	05/01/2019
Marla Lynch *	MNPS	PARA-PRO (ED ASST)	B	05/12/2019	09/01/2015
Kathy Smith *	Human Resources	Benefits Specialist 3	B	06/10/2019	10/01/2015
Denise Roberts *	MNPS	ED ASSISTANT REGULAR ED	B	04/03/2019	03/01/2014

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Mark Kroeger	Fire	B	06/01/2019
Harold Harding	Water Services	B	06/01/2019
Martha Anglin	MNPS	A	06/01/2019
Michael Bunch	Fire	B	06/01/2019

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Mihaela Schwartz	Police	P&F Service Pen Without Option	B	05/01/2019	Normal	
Janet Pardue	Police	P&F Service Pen With Option	B	05/16/2019	Option E	3
Susan Carlton	MNPS	Service With Option	B	05/24/2019	Option E	
Janice Burton	MNPS	Service Without Option	B	05/10/2019	Normal	
Micky Fite	Information Technology Service	Early Service With Option	B	06/01/2019	Option E	
Alice Elliott	MNPS	Service Without Option	B	05/24/2019	Normal	
Geraldine Wade	MNPS	Service With Option	B	05/01/2019	Option F	
Gloria Caruthers	MNPS	Service Without Option	B	05/24/2019	Normal	
Jeanette Barton	MNPS	Service Without Option	B	05/24/2019	Normal	
Larry Bryant	MNPS	Early Service With Option	B	03/19/2019	Option A	
Zachery Phillips	MNPS	Early Service With Option	B	04/30/2019	Option E	
Thomas Mullins	Water Services	Service With Option	B	05/10/2019	Option E	3
Decinda Condrey	Health	Service With Option	B	05/10/2019	Option F	1
Cheryl Campbell	MNPS	Service With Option	B	05/24/2019	Option A	3

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

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
William Goins Jr	Water Services	Service Without Option	B	05/04/2019	Normal	
David Watson	Water Services	Early Service Without Option	B	05/25/2019	Normal	
Ronnie Mitchell	Codes Administration	Service With Option	B	05/29/2019	Option E	
Karen Williams	Public Defender	Service With Option	B	06/01/2019	Option B	2
Carl Prater	Fire	P&F Service Pen With Option	B	05/30/2019	Option E	3
Eric Campbell	Fire	P&F Service Pen Without Option	B	05/21/2019	Normal	3
Charles Jordan	Fire	P&F Service Pen With Option	B	05/04/2019	Option A	3
James Mosley	Fire	P&F Service Pen With Option	B	05/16/2019	Option A	3
Diane Bauer	Health	Service Without Option	B	05/18/2019	Normal	
Sandra Brown	Police	P&F Service Pen Without Option	B	05/21/2019	Normal	
Sheryn Temple	Police	P&F Service Pen With Option	B	05/24/2019	Option E	3
Michael Blackburn	Police	P&F Service Pen With Option	B	05/23/2019	Option E	3
J Mcdaniel	MNPS	Service With Option	B	05/16/2019	Option F	
Donald Helton	Bordeaux Long Term Care	Service With Option	B	03/01/2019	Option E	

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
William Thomas	MNPS	Service Without Option	B	05/01/2019	Normal	
Deborah Milford	MNPS	Service Without Option	B	06/01/2019	Normal	
Dorothy Diveley	Health	Service Without Option	B	04/01/2019	Normal	
Patsy Gleaves	MNPS	Service Without Option	B	01/01/2019	Normal	
David Mcgee	MNPS	Service With Option	B	02/01/2019	Option A	
David Harbsmeier	Information Technology Service	Service Without Option	B	05/01/2019	Normal	
Wilma Mullis	Bordeaux Long Term Care	Service With Option	B	01/01/2019	Option E	
Flora Fann	Sheriff	Service With Option	B	01/01/2019	Option F	
Linda Morrow	Health	Service Without Option	B	04/01/2019	Normal	
Ronnie Hamby	Water Services	Service Without Option	B	05/01/2019	Normal	
Katie Turner	Bordeaux Long Term Care	Service With Option	B	04/01/2019	Option D	
Marla Lynch	MNPS	Service With Option	B	01/01/2019	Option F	
Albert Parker Jr	Police	P&F Service Pen With Option	B	01/01/2019	Option E	

**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**

Employee	Alternate Payee	Plan A/B	Effective Date
John Thompson	Mandy Thompson	B	06/01/2019

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Teresea Barrett	State Fair Board	Marvin Barrett	B	06/05/2019
Inessa Sanovich	MNPS	Victor Kopelevitch	B	05/25/2019
Howard Turntine	Metro Action Commission	Janet Turntine	B	05/29/2019
James Delk	Police	Mary Delk	A	05/19/2019
Bettye Baker	MNPS	Frederick Baker	B	06/09/2019
Lucy Wilson	Police	Michael Wilson	A	05/03/2019
Richard Ordway	Police	Brenda Ordway	A	06/11/2019

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

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Christine Jennings	Election Commission	Deangelowe Jennings	B	06/14/2019
Michael Smith	Parks	Marlo Lavender-Smith	B	06/09/2019
Bobby Sandlin	Parks	Brenda Sandlin	B	05/15/2019
Judith Malone	Health	Jerry Malone	B	05/09/2019
Mary Earle	Information Technology Service	Robert Earle	A	06/14/2019
Robert Blair Jr	Fire	Constance Blair	B	06/10/2019

**BENEFIT BOARD ITEMS**

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

1. Return to work request for reconsideration – Employee from State Trial Courts.

Christina Hickey reported to the Board that at the June 2019 Board meeting, the Board returned this disability pensioner to work. She stated this employee has requested for the Board to reconsider their June 2019 decision.

The employee was present.

B.R. Hall called for a point of parliamentary procedure. He questioned whether or not there has to be a vote to be reconsidered before the individual can speak to the Board.

Nicki Eke, Legal Department, stated that a motion to reconsider is needed first.

B.R. Hall moved to reconsider this item. Todd Henry seconded, and the motion failed with Todd Henry, B.R. Hall and Stacey Rucker in favor and Stephanie Bailey, Christine Bradley, Edna Jones, Shannon Hall, Stacey Rucker, and Tom Curtis opposed and Harold Finch abstaining.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA. (not available)

Item 2.-a. was for information only and no action was required.

3. Reports for your information:

- a. Return to work.
- 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 3.-a. through 3.-f. were for information only and no action was required.

4. Late item(s):

There were no late items reported at the meeting.

It was noted that on reconsiderations that new medical information has to be presented.

With nothing further presented, the meeting adjourned at 9:45 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**