

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 3, 2019

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 3, 2019 in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: *Christine Bradley; Members: Stephanie Bailey, Harold W. Finch, II, Shannon B. Hall, W. Todd Henry, Talia Lomax-O'dneal and Stacey Rucker.

Members G. Thomas Curtis and B.R. Hall, Sr. were 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 August 6, 2019. With no corrections, nothing further was noted and Stephanie Bailey moved for approval. Shannon 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. Stacey Rucker moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended. Todd Henry 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 through 9 for the length of time as recommended. Todd Henry moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 9 for the length of time as recommended. Stacey Rucker seconded, and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|----------------------|-------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Andrew M. Injaychock | Police | Medical | As moved, seconded and approved, this disability pension request was approved for seven months, (April 2020), with re-exam at that time. |
| 2. | Robert I. Smith | Water | Medical | As moved, seconded and approved, this disability pension request was approved for six months, (March 2020), with re-exam at that time. |

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

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|----------------------|---------------------------------------|----------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| 3. | Christopher L. Clark | Police | In Line of Duty | As moved, seconded and approved, this disability pension was continued for three months, (December 2019), with re-exam at that time. |
| 4. | Cynthia D. Clopton | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (September 2021), with re-exam at that time. |
| 5. | Corey P. Daniel | Fire | In Line of Duty | As moved, seconded and approved, this disability pension was continued for two years, (September 2021), with re-exam at that time. |
| 6. | Erid N. Harrison | Police | Medical | As moved, seconded and approved, this disability pension was continued for six months, (March 2020), with re-exam at that time. |
| 7. | Juakeva M. Leonard | Metropolitan Nashville Public Schools | Medical | As moved, seconded and approved, this disability pension was continued for two years, (September 2021), with re-exam at that time. |
| 8. | Joseph H. Leurs | Police | Medical | As moved, seconded and approved, this disability pension was continued for two years, (September 2021), with re-exam at that time. |
| 9. | Casey D. Stupka | Police | Medical | As moved, seconded and approved, this disability pension was continued for seven months, (April 2020), with re-exam at that time. |

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

| Item | Name | Department | Origin of Review | Referral Recommendation | | Comments |
|-------------|-----------------------|-------------------|-------------------------|--------------------------------|-----|-------------------------------|
| 1 | Baggett, Gary W., Jr. | MNPS | Pension Approval | Yes | Yes | Evaluation |
| 2 | Garmon, Janet R. | MNPS | Pension Approval | Yes | Yes | Likely to Meet SSA Guidelines |

*Denotes the arrival of Christine Bradley.

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

Talia Lomax-O'dneal 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 |
|------------------------|-------------------------|------------------------------|----------|------------------|--------------------------|
| Philip Smith * | Police | Crime Lab Forensic Supv | B | 08/11/2019 | 10/01/2019 |
| John Childs | Sheriff | Correctional Officer 1 | B | 08/07/2019 | 09/27/2019 |
| James Hooks Jr | Health | Info Systems Mgr | B | 07/30/2019 | 08/03/2019 |
| Amelia Butterworth | MNPS | PARA-PRO - EX ED | B | 08/14/2019 | 05/24/2019 |
| Rhonda Thomas | Circuit Court Satellite | Satellite position | B | 08/21/2019 | 08/10/2019 |
| Joyce Butler | MNPS | MGR - FOOD SERVICE III HS | B | 07/31/2019 | 08/05/2019 |
| Theresa Prentice | MNPS | ASST - FOOD SVC | B | 08/01/2019 | 05/24/2019 |
| Lee Stacy | MNPS | PARA-PRO - EX ED | B | 08/06/2019 | 05/25/2019 |
| Jeffery Holt | MNPS | TECH - HVAC FILTER I | B | 08/14/2019 | 08/17/2019 |
| Michael Goodwin | MNPS | TECH - ELECTRONIC LD | B | 08/14/2019 | 10/12/2019 |
| Natalie Hunt | MNPS | CLERK - ACCTG SR | B | 08/22/2019 | 08/27/2019 |
| Kamala Raghunathan | MNPS | DEVELOPER - SOFTWARE | B | 07/24/2019 | 06/29/2019 |
| Dennis Cox | Municipal Auditorium | Bldg Maint Mechanic | B | 08/07/2019 | 08/07/2019 |
| Carl Pope | General Hospital | Building Operations Mechanic | B | 07/31/2019 | 09/05/2019 |
| Michael Ryman | Public Works | Technical Specialist 2 | B | 08/21/2019 | 10/05/2019 |
| Donna Ryman | Public Works | Professional Spec | B | 08/21/2019 | 10/05/2019 |
| Thaddeus Flournoy | Water Services | Utility Compliance Inp 2 | B | 08/21/2019 | 10/26/2019 |
| Clyde Hunter | Sheriff | Correctional Officer 1 | B | 08/07/2019 | 08/23/2019 |
| Nancy Capps | Circuit Court Clerk | Ct Clerk | B | 07/31/2019 | 08/20/2019 |
| Ronald Lipscomb | Fire | Fire Engineer | B | 08/07/2019 | 08/17/2019 |
| Brian Hampton | Fire | Fire Fighter 2 | B | 07/31/2019 | 07/27/2019 |
| Danny Yates | Fire | Fire Deputy Chief | B | 08/14/2019 | 09/12/2019 |
| Veronica Frazier | Human Resources | Special Projects Mgr | B | 07/08/2019 | 07/04/2019 |
| Lukas Merithew | Police | Police Sergeant | B | 08/14/2019 | 08/10/2019 |
| Hossein Harbehband * | General Hospital | Medical Technologist | B | 08/02/2019 | 04/01/2018 |
| Meshelda Thompson * | General Hospital | Ultrasonographer | B | 05/17/2019 | 09/01/2018 |
| James Quinn * | Bordeaux Long Term Care | Licensed Practical Nurse | B | 08/13/2019 | 10/01/2019 |
| Sharon Smith * | Health | Home Economist | B | 07/10/2019 | 09/01/2019 |
| Juan Gomez-Hernandez * | Sheriff | Correctional Officer 1 | B | 08/06/2019 | 07/01/2019 |
| Kermit Freels * | Bordeaux Long Term Care | Licensed Practical Nurse | B | 07/26/2019 | 03/01/2018 |
| Kenneth Dixon * | Police | Police Officer Trainee | A | 08/01/2019 | 07/01/2019 |
| Samuel Cavanaugh * | Water Services | Indust Maint Supv 1 | A | 08/16/2019 | 04/01/2019 |
| Mary Gregor * | Election Commission | Officer | B | 08/21/2019 | 09/01/2017 |
| Michael Williams * | Metro Action Commission | Bus Driver | B | 07/31/2019 | 09/01/2019 |

*deferred benefit

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|-----------------|------------|----------|------------------------------|
| Connie Clemmons | Police | A | 07/01/2019 |

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | Drop Election |
|--------------------|----------------------|------------------------------|----------|----------------|----------|---------------|
| James Raver | Municipal Auditorium | Service With Option | B | 01/01/2019 | Option A | |
| Gary Appenfelder | MNPS | Service With Option | B | 07/04/2019 | Option A | |
| Doris Brown | General Hospital | Service With Option | B | 06/24/2019 | Option F | |
| Theresa Prentice | MNPS | Early Service With Option | B | 05/25/2019 | Option D | |
| Mary Goodman | MNPS | Early Service Without Option | B | 05/25/2019 | Normal | |
| Lee Stacy | MNPS | Early Service With Option | B | 05/24/2019 | Option D | |
| Teresa Vite | MNPS | Service Without Option | B | 05/24/2019 | Normal | |
| Margaret Lamberson | MNPS | Service Without Option | B | 05/24/2019 | Normal | |
| Lynn Pridy | MNPS | Service With Option | B | 06/29/2019 | Option E | |
| Michael Gilmore | MNPS | Service With Option | B | 06/30/2019 | Option B | 1 |

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 |
|---------------------|-------------------|--------------------------------|----------|----------------|----------|---------------|
| Becky Warren | MNPS | Service Without Option | B | 05/24/2019 | Normal | |
| Lorraine Stallworth | MNPS | Service With Option | B | 06/29/2019 | Option D | |
| Joyce Wilkey | MNPS | Early Service With Option | B | 06/29/2019 | Option F | |
| Nancy Galloway | MNPS | Service With Option | B | 07/06/2019 | Option E | |
| Kamala Raghunathan | MNPS | Service With Option | B | 06/29/2019 | Option F | |
| Beverly Judkins | MNPS | Service With Option | B | 07/19/2019 | Option B | 1 |
| Margaret Puckett | MNPS | Service With Option | B | 06/29/2019 | Normal | |
| Jeffrey McGuire | Water Services | Early Service With Option | B | 07/13/2019 | Option E | |
| Glenda Gregory | MNPS | Early Service Without Option | B | 07/19/2019 | Normal | |
| Brian Hampton | Fire | P&F Service Pen With Option | B | 07/30/2019 | Option A | 3 |
| Michael Wall | Finance | Service With Option | B | 07/13/2019 | Option E | |
| Michael Underwood | Fire | P&F Service Pen With Option | B | 07/03/2019 | Option B | |
| James Hamlet li | Police | P&F Service Pen Without Option | B | 07/27/2019 | Normal | 3 |
| Edwin Groves | Police | Early Service With Option | B | 07/19/2019 | Option E | |
| Melanie Hutchison | Fire | P&F Service Pen Without Option | B | 07/06/2019 | Normal | 3 |
| William Buchanan | Water Services | Service Without Option | B | 07/13/2019 | Normal | 3 |
| Debra Meador | Fire | P&F Surv Option From Serv Pen | B | 06/29/2019 | Normal | 3 |
| Timothy Strobl | Convention Center | Service Without Option | B | 07/01/2019 | Normal | |
| Clarence Schoening | Fire | Service With Option | B | 07/27/2019 | Option F | |
| Martha Richardson | County Clerk | Service With Option | B | 06/15/2019 | Option D | |
| Veronica Vargas | MNPS | Service Without Option | B | 07/01/2019 | Normal | |
| Meshelda Thompson | General Hospital | Service Without Option | B | 01/01/2019 | Normal | |
| Bennie Hudgens Jr | Parks | Service With Option | A | 08/01/2019 | Option B | |
| Gabriel Burgess | Sheriff | P&F Service Pen With Option | B | 08/01/2019 | Option A | |
| Kathy Smith | Human Resources | Service With Option | B | 01/01/2019 | Option F | |
| Sherri Hite | MNPS | Service Without Option | B | 02/01/2019 | Normal | |
| Deborah Thompson | MNPS | Service Without Option | B | 03/01/2019 | Normal | |
| Andrew Jackson | MNPS | Service Without Option | B | 01/01/2019 | 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 |
|------------------|----------------|---------------|----------|----------------|
| Steve Phillips | Public Works | Lena Phillips | B | 08/01/2019 |
| David Manning | Finance | Donna Manning | B | 08/05/2019 |
| Charles Saunders | Water Services | Pat Saunders | B | 07/21/2019 |
| Robert Lea | Police | Janice Lea | A | 08/10/2019 |
| Robert Bristol | Police | Amber Bristol | B | 08/04/2019 |

BENEFIT BOARD ITEMS

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

1. In line of duty death benefit for John R. Anderson, IV.

Christina Hickey reported to the Board that John R. Anderson, IV was an active employee classified as a Police Officer 2 with the Metropolitan Police Department. He died on July 4, 2019 of multiple blunt force injuries according to the death certificate. She stated that under the benefit system, Mr. Anderson's beneficiaries are entitled to the basic term life insurance benefit which has been processed and that Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Mr. Anderson's estate. She stated this request is now being made on behalf of his mother, Jennifer Hein and his father, John Ralph Anderson, III and in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, attached is a copy of the death certificate, all 101 forms on file for the deceased and a copy of the Board approved IOD Death Benefit Policy. Ms. Hickey stated that the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

Todd Henry moved for approval of the in line of duty death benefit for John R. Anderson, IV. Christine Bradley seconded, and the Board approved without objection.

2. Blue Cross Blue Shield plan changes.

Christina Hickey reported to the Board that BlueCross BlueShield has proposed 3 plan changes for consideration effective 1/1/2020 for the PPO Plan. She stated that they are as follows: 1) Removal of the 12 year-old age limit for speech therapy for Autism; 2) Limit Travel Benefits for transplant to \$50 per day, and 3) the Transplant Maximum Allowable Charge (TMAC) be removed from plan document.

Shannon Hall moved for approval of removing of the 12 year old age limit for speech therapy for autism. Todd Henry seconded and the Board approved without objection.

Shannon Hall moved for approval of limiting travel benefits for transplants to \$50 per day. Stacey Rucker seconded and the Board approved without objection.

On plan change 3 regarding the transplant maximum allowable charge, there was some discussion regarding being compliant with the affordable care act, (ACA) and how to change the plan language so that it does not have to come back to the Board every year. Todd Henry moved for approval of having the language regarding the transplant maximum allowable charge (TMAC) be removed from plan document. Christine Bradley 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.
- b. Social Security approvals.
- 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.

Items 4.-a. through 4.-f. 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