

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 5, 2019

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 5, 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; Members: Stephanie Bailey, Kevin Crumbo, G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, W. Todd Henry, and Stacey Rucker.

Vice Chair Christine Bradley was unable to be present.

Others present: Christina Hickey, Metro Human Resources, and Nicki Eke, Attorney, Metro Legal Department.

Edna Jones welcomed new Board member Kevin Crumbo to the Board.

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 October 1, 2019. With no corrections, nothing further was noted and Tom Curtis moved for approval. Stephanie Bailey 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), was unable to be present. Claire Cobb, CSME Assistant, and Diana Buzby-Soto reviewed the disability pensions with the Board.

Claire Cobb reported to the Board that the CSME recommends approval of the disability pension new request, item 1, for the length of time as recommended. B.R. Hall 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.

Claire Cobb reported to the Board that on item 2 the CSME recommends approval of return to work.

Courtney Bradley, Water Department, was present. She also stated they are prepared to return the individual to work.

Stephanie Bailey moved for approval of the recommendation of return to work. 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.	Jeanette Leavell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (January 2020), with re-exam at that time.

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

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Robert I. Smith	Water	Medical	As moved, seconded and approved, this individual was returned to work.

SOCIAL SECURITY REFERRALS:

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

Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	Kraft, Kelly R.	Fire	Pension Approval	No	No	Does Not Meet Medical-Vocational Guidelines

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

Stephanie Bailey moved for approval of the pensions. Tom Curtis seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Wilbur Nesbitt *	Police	Police Officer 2	B	09/30/2019	11/01/2019
Laurie Handshu	Public Library	Librarian 2	B	10/17/2019	10/19/2019
Phillip Smith	Police	Police Operations Coord 1	B	10/02/2019	10/19/2019
Beverly McClain	MNPS	MONITOR - SCHOOL BUS	B	10/09/2019	12/20/2019
Cynthia Lawson	MNPS	PARA PRO - PRE K GEN ED	B	10/16/2019	10/30/2019
Susan Jackson	MNPS	OPER - MAIL	B	10/16/2019	12/20/2019
Felicia Clay	MNPS	PARA-PRO - EX ED	B	09/25/2019	09/27/2019
Joyce Heard	Sheriff	Admin Svcs Officer 4	B	10/02/2019	01/01/2020
Kathy Appling	Health	Public Health Nurse 1	B	09/25/2019	11/30/2019
Terry Lewis	Sheriff	Court Referral Counselor	B	10/23/2019	01/18/2020
Norma Morton	Public Library	Custodial Svcs Supv	B	10/23/2019	11/02/2019
Gary Walsh	Police	Police Officer 2	B	10/02/2019	10/19/2019
Mary Thompson	Parks	Maint & Repair Supv	B	09/25/2019	11/01/2019
Linton Evans	Water Services	Indust Tech Master	B	09/26/2019	09/27/2019
Jacqueline Hollingsworth	Water Services	Info Systems Mgr	B	10/16/2019	12/14/2019
Thomas Roberson	Assessor of Property	Appraiser 4	B	09/18/2019	11/30/2019
Thea Copeland	County Clerk	Office Support Rep 3	B	10/23/2019	12/21/2019
Paul Trickey	Police	Police Commander	B	10/02/2019	11/13/2019
Sevara Sawyers	Caring for Children	Program Spec 3	B	10/02/2019	11/01/2019
Elizabeth Hager	Social Services	Program Supv	B	09/25/2019	11/01/2019
Leslie Kurgan Jr	Fire	Fire Engineer	B	10/09/2019	11/06/2019
Joel Saunders	Fire	Fire Captain	B	10/23/2019	12/13/2019
Michael Cummings	Public Works	Technical Specialist 2	B	09/25/2019	01/01/2020
Mark Hadley	Sheriff	Compliance Officer-DCSO	B	10/23/2019	12/14/2019
Taffy Ambrose	Emergency Communication Center	Emer Telecommunications Trainee	B	10/09/2019	11/22/2019
Eliese Waller	Mayor's Office	Executive Assistant	B	09/24/2019	10/02/2019
William Troup Jr	Parks	Parks & Recreation Supt	B	10/09/2019	01/09/2020
Phuong Ricketts	Social Services	Finance Mgr	B	10/16/2019	12/28/2019

**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
Timothy Stauffer *	Police	Police Officer 2	B	09/16/2019	09/01/2019
Linda Collins *	MNPS	Custodian	B	09/30/2019	05/01/2018
Wendy Williams *	Social Services	Homemaker	B	10/23/2019	12/01/2019
William Hornaday *	MNPS	SUPV - CAMPUS	B	09/25/2019	08/01/2019
Maryann Thompson *	Health	Public Health Nurse 1	B	10/16/2019	12/01/2019

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Randall Combs	Police	B	10/01/2019
Kenneth Rabideau	Sheriff	B	10/01/2019
Janelle Driver	Fire	B	10/01/2019
Tracey Fortner	Fire	B	10/01/2019
Billie Lassiter	General Hospital	B	10/01/2019

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Kenneth Dixon	Police	P&F Service Pen Without Option	A	07/01/2019	Normal	
John Childs	Sheriff	P&F Service Pen Without Option	B	09/28/2019	Normal	
Margarita Cardona	Metro Action Commission	Early Service Without Option	B	07/11/2019	Normal	
Vivian Dean	Health	Early Service Without Option	B	09/17/2019	Normal	
Sarah Smith	Health	Service Without Option	B	09/27/2019	Normal	
Barbara Bennett	Fire	Early Service With Option	B	09/07/2019	Option E	
Ricky Woodard	General Hospital	Service With Option	B	09/20/2019	Option D	
Amelia Butterworth	MNPS	Service Without Option	B	09/27/2019	Normal	
Rhonda Thomas	Circuit Court Satellite	Service Without Option	B	08/17/2019	Normal	
Jeffery Holt	MNPS	Service With Option	B	09/14/2019	Option E	
Natalie Hunt	MNPS	Service Without Option	B	08/27/2019	Normal	
Charles Hardison	State Trial Courts	Service With Option	B	10/05/2019	Option B	
Sean Shea	Police	Early Service With Option	B	09/14/2019	Option A	
Linda Mathis	General Hospital	Service With Option	B	08/01/2019	Option A	
Ted Lee	General Hospital	Early Service With Option	B	08/31/2019	Option A	
Michael Taylor	Municipal Auditorium	Early Service With Option	B	09/05/2019	Option E	
Carl Pope	General Hospital	Service With Option	B	09/08/2019	Option A	1
Michael Ryman	Public Works	Service With Option	B	10/05/2019	Option F	
Donna Ryman	Public Works	Early Service With Option	B	10/05/2019	Option F	
Lawrence West	Water Services	Early Service With Option	B	08/22/2019	Option A	
Danny Perry	Water Services	Service With Option	B	08/31/2019	Option B	3
Harry Thoman	Parks	Early Service With Option	B	08/23/2019	Option D	
Thaddeus Flournoy	Water Services	Service With Option	B	09/28/2019	Option B	1
Linton Evans	Water Services	Service With Option	B	09/27/2019	Normal	
Michael True	Sheriff	Service With Option	B	09/11/2019	Option E	
Johnny Anderson	Assessor of Property	Service With Option	B	09/07/2019	Option E	1
Nancy Capps	Circuit Court Clerk	Service Without Option	B	08/20/2019	Normal	3
Lisa Cooper-Betts	Criminal Court Clerk	Early Service With Option	B	08/31/2019	Option E	
Danny Yates	Fire	P&F Service Pen With Option	B	09/12/2019	Option A	3
Michael Curl	Metropolitan Council	Service Without Option	B	09/01/2019	Normal	
Michael Prater	Fire	P&F Service Pen With Option	B	09/30/2019	Option E	
Kevin Mcgavock	Fire	P&F Service Pen With Option	B	09/30/2019	Option E	2
Wayne Helm II	Police	Early Service With Option	B	09/14/2019	Option A	
Paula Appleby	Health	Service With Option	B	08/31/2019	Option D	
Gregory Bisch	Police	P&F Service Pen With Option	B	09/01/2019	Option A	
Thomas Hamlett	Police	P&F Service Pen With Option	B	01/01/2019	Option E	
James Quinn	Bordeaux Long Term Care	Service Without Option	B	10/01/2019	Normal	
Samuel Cavanaugh	Water Services	Service Without Option	A	04/01/2019	Normal	
Mary Gregor	Election Commission	Service Without Option	B	01/01/2019	Normal	
William Hornaday	MNPS	Service With Option	B	08/01/2019	Option D	
Philip Smith	Police	Service With Option	B	10/01/2019	Option F	

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

Key Codes to options	
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
Corey Sanderson	Police	Carey Sanderson	B	10/15/2019
Donna Felmley	MNPS	Eric Felmley	B	05/12/2016
Scott Lough	Health	Emily Lough	B	09/29/2019
Carol Wheeler	Police	George Wheeler	B	09/27/2019
Jerry Smith	Office of Emergency Mgmt	Crystal Smith	B	10/23/2019
Donna Sanders	MNPS	Ronald Sanders	B	10/05/2019
Sherry Cork	Police	Walter Cork	B	10/02/2019
James Gann	Bordeaux Long Term Care	Betty Gann	B	10/14/2019
Donald Barnett	Police	Katherine Barnett	A	10/24/2019
Wallace Watts	Police	Marian Watts	B	10/02/2019
Delphine Gentry	Health	Edward Gentry Jr	B	10/10/2019
Frank Leyba	General Hospital	Karen Leyba	B	09/24/2019
William Crook	MNPS	Sherry Crook	B	09/07/2019
Leola King	Social Services	Isral King	A	10/12/2019
Lorrie Hall	General Hospital	James Hall	B	09/29/2019
Randall Combs	Police	Angelina Combs	B	10/15/2019

Edna Jones informed the Board that she has updated the Committee assignments for the remainder of the year.

BENEFIT BOARD ITEMS

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

1. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that this adjustment is built into the Metro Code and cannot be adjusted without a change to the Code. Ms. Hickey stated that as a result of the 1.711% increase in the Consumer Price Index, an increase of 1.50% under Division A (the percentage rounded to the nearest one-half percent) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2020 and eighty percent of the excess of 1.711% over 1.00% is .569%, so eligible retirees under Division B should receive a .50% cost of living increase in January 2020.

Shannon Hall moved for approval of the cost of living adjustments for eligible retirees under Division A of 1.50% and .50% for eligible retirees under Division B beginning in January 2020. Todd Henry seconded and the Board approved with B.R. Hall abstaining.

2. Non-compliant disability pensioners.

Christina Hickey reported to the Board that as of October 15, 2019, there are zero disability pensioners in a non-compliant status due to not returning there 2019 Annual Disability Questionnaire.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Blue Cross Blue Shield formulary changes 2020
- d. Acquisition of Alternative Service Concepts, (ASC).

Items 3.-a. through 3.-d. were for information only.

Christina Hickey made note of items 3.-c. and 3.-d.

It was noted that the formulary changes for 2020 is not a plan change.

Nicki Eke, Legal Department, stated that Metro's contracts have an assignment provision that states before the contract can be assigned Metro has to approve it, however, it depends on the nature of the transaction as to whether or not an assignment is needed or not. She also stated that this is something that will be reviewed by purchasing.

4. 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 4.-a. through 4.-f. were for information only.

5. Late item(s):

There were no late Items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:39 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board