

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 3, 2019

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 3, 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, Kevin Crumbo, G. Thomas Curtis, *Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, and Stacey Rucker.

Member W. Todd Henry 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 November 5, 2019. With no corrections, nothing further was noted and B.R. Hall 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.

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. Stephanie Bailey moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Shannon Hall seconded and the Board approved without objection.

On item 2 the employee, Pam Crenshaw and Jerry Terfinko, Parks, were present.

Dr. Gill Wright reported to the Board that he would like for the Board to determine the recommendation on item 2. He stated that the individual does have some restrictions, however, she can be returned to work as long as the department can accommodate the restrictions. He also stated that if they can not he would recommend approval of the disability pension.

Jerry Terfinko stated that she would have to be placed in another position in order to accommodate the restrictions.

After some discussion of the restrictions, and clarification that she will be returned to work in another position with the restrictions, Shannon Hall moved to deny the disability pension new request, item 2 and that she be returned to work. Christine Bradley 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, 4, and 8 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 3, 4 and 8 for the length of time as recommended. Kevin Crumbo seconded and the Board approved without objection.

Edna Jones stated that item 5 has requested a deferral, as their legal counsel is not able to be present.

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

Shannon Hall moved to defer item 5 for one month. Stacey Rucker seconded and the Board approved with Stephanie Bailey opposed.

*Denotes the arrival of Harold Finch.

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. Christine Bradley moved for approval of the recommendation to continue the disability pension reexamination item 6 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 for continuing the disability pension reexamination, item 7 with a functional capacity evaluation for the length of time as recommended. Stephanie Bailey moved for approval of the recommendation to continue the disability pension reexamination, item 7, with a functional capacity evaluation 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 9 and 10, he requests a deferral for two months. Tom Curtis moved for approval of the request to defer items 9 and 10 for two months. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 11 he recommends approval of return to work.

The employee was present.

Byron Grizzle, Sheriff's Office, was present. He stated that currently there is no position open that meets her restrictions.

Dr. Gill Wright reported to the Board that in the event the department is not able to return her to work he would recommend continuing the disability pension for six months to a year.

There was some discussion regarding her restrictions and how they prevent her from continuing her training, and that she is under the civilian standard when it comes to being disabled.

There was some discussion regarding a re-exam length of three to six months, positions becoming available within the Sheriff's Office in the next six months and the individual's skills/background to help with finding other positions.

After some discussion, Dr. Gill Wright changed his recommendation for continuing the disability pension, item 11 to three months.

Christine Bradley moved for approval of the recommendation of continuing the disability pension, item 11 for three months. Tom Curtis seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 12 he recommends approval of return to work.

The employee was not present.

Courtney Bradley, Water Department, was present.

Harold Finch moved for approval of the recommendation of return to work on item 12. Tom Curtis seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 13 he recommends the individual be removed from the return to work list and the disability pension continued without stipulation of scheduled re-exam. Christine Bradley moved for approval of the recommendation. Stephanie Bailey seconded and the Board approved without objection.

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

Dr. Gill Wright reported to the Board that on item 14 he recommends approval of return to work.

The employee was not present.

Sue Bibb, Police Department, was present. She stated that the individual is wanting to be placed in a non-sworn position and currently there is not a position available in the department.

After some discussion of the individual being able to retain police and fire pension status, Shannon Hall moved for approval of item 14, the request to return to work in a non-sworn position. Edna Jones seconded.

After some discussion regarding salary supplements and clarification on being disabled, a vote was taken on the motion on item 14 to return the individual to work in a non-sworn position and the Board approved without objection.

Sue Bibb, Police Department, was present for item 15.

The employee was not present.

Dr. Gill Wright reported to the Board that on item 15 he recommends approval of the request to return to work in a non-sworn position with an active employee salary supplement. Stephanie Bailey moved for approval of the request to return to work in a non-sworn position with an active employee salary supplement. Tom Curtis seconded and the Board approved without objection.

The employee was present for item 16.

Sue Bibb, Police Department, was also present.

Dr. Gill Wright reported to the Board that on item 16 he recommends approval of the request to return to work in a non-sworn position with an active employee salary supplement. Stephanie Bailey moved for approval of the request to return to work in a non-sworn position with an active employee salary supplement. Christine Bradley seconded.

After further discussion regarding salary supplements, a vote was taken on the motion on item 16 to return to work in a non-sworn position with an active employee salary supplement and the Board approved without objection.

On item 1 under reconsiderations, Nicki Eke, Legal Department, reviewed who can not make the motion for reconsideration.

Christina Hickey reported to the Board that at the October 2019 Board, the Board denied this disability applicant a medical disability pension and this employee has requested for the Board to reconsider their October 2019 decision. She stated that in addition to the attached reconsideration request, this individual has been advised that she provide additional medical information in support of this reconsideration.

Dr. Gill Wright stated that there were two pieces of information submitted, however, there was not new medical it just reiterated what has already been presented.

B.R. Hall moved for reconsideration.

There was some discussion regarding whether or not it is stipulated that before you can get a reconsideration you must have new medical.

Nicki Eke, Legal Department, reviewed what the by-laws state regarding individual reconsiderations.

After one members opinion that that there is new medical information that has not been seen, Stacey Rucker seconded.

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

A vote was taken on the motion to reconsider and failed with B.R. Hall and Stacey Rucker in favor and Edna Jones, Christine Bradley, Shannon Hall, Harold Finch, Tom Curtis, Kevin Crumbo and Stephanie Bailey opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Terry J. Vaughn	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.
2.	Ashley R. Brown	Parks	In Line of Duty	As moved, seconded and approved this disability pension request was denied and the individual was returned to work.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (December 2020), with re-exam at that time.
4.	Terry L. Brunett	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (March 2020), with re-exam at that time.
5.	Christopher L. Clark	Police	In Line of Duty/Medical	As moved, seconded and approved, this disability pension was deferred for one month, (January 2020).
6.	Steven Cunningham	Water	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
7.	Titus E. Moore	Public Works	Medical	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation for three months, (March 2020), with re-exam at that time.
8.	David M. Tippitt	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2020), with re-exam at that time.
9.	David J. Butler	Parks	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (February 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
10.	Michael R. McCord	Police	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (February 2020), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Romondia S. Hardison	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (March 2020), with re-exam at that time.
12.	Mark W. King	Water	Medical	As moved, seconded and approved, this individual was returned to work.
13.	Dorothy A. Phillips	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this individual was removed from the return to work list and the disability pension was continued without stipulation of scheduled re-exam.
14.	Dezmond J. Hughes	Police	In Line of Duty	As moved, seconded and approved, this return to work request was approved with a salary supplement.
15.	Gabriel Acevedo	Police	Medical	As moved, seconded and approved, this return to work request was approved with a salary supplement.
16.	Eric S. Bacon	Police	Medical	As moved, seconded and approved, this return to work request was approved with a salary supplement.

RECONSIDERATION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Yvonne C. Gaskin	Metropolitan Nashville Public Schools	Medical	The motion for reconsideration failed.

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.

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

Christine Bradley moved for approval of the referrals. Stephanie Bailey seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation	Referral Recommendation	
1	Kraft, Kelly R.	Fire	Updates, Pension Approval	Yes	Yes	Evaluation, Further Developments Since Review from October 2019, Referral Now Recommended

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. Stephanie Bailey seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
James Murphy *	Parks	Metropolitan Attorney	B	11/06/2019	04/01/2015
Jeffrey Massey	Police	Police Officer 2	B	11/13/2019	01/08/2020
Brinda Lumpkins	MNPS	ASST - FOOD SVC	B	11/13/2019	01/08/2020
Nikita Baskerville	MNPS	SPEC - TRANSITION	B	11/06/2019	01/11/2020
Sharon Carter	MNPS	SECRETARY-CLERK	B	11/13/2019	12/20/2019
Robert Barrett	Human Resources	Human Resources Analyst 3	B	07/12/2019	09/27/2019
John Hoffs	State Trial Courts	CSC Coordinator	B	11/13/2019	01/17/2020
Jesse Mcknight	General Hospital	Envir Svcs Supv	B	11/06/2019	11/30/2019
Emma Bell	Metro Action Commission	Teacher Asst	B	11/06/2019	11/09/2019
Deborah Scott-Blake	Metro Action Commission	Food Svc Worker 2	B	11/20/2019	01/01/2020
William Cobb	Water Services	Utility Maintenance Supv 1	B	10/30/2019	01/01/2020
Mary Drew	Water Services	Office Support Spec 2	B	11/20/2019	01/11/2020
Marie Roberts	Circuit Court Clerk	Warrant Officer 1	B	11/20/2019	02/11/2020
John Holley Jr	State Trial Courts	Admin Svcs Officer 3	B	10/30/2019	01/01/2020
Linda Holley	Sheriff	Office Support Spec 2	B	10/30/2019	01/01/2020
James Pollard	Fire	Paramedic 2	B	11/07/2019	01/15/2020
George Owen Jr	Fire	Fire District Chief	B	11/06/2019	01/13/2020
Marla Greer	Human Resources	Information Systems Advisor 2	B	10/25/2019	04/01/2020
Claude Kelly	Water Services	Treatment Plant Tech 2	B	10/30/2019	11/30/2019
David Merlin	Police	Police Sergeant	B	11/20/2019	01/11/2020
Debra Meadows *	Sheriff	Office Support Rep 2	B	10/28/2019	11/01/2019
Robert Frizzell *	Police	Police Officer 2	B	10/16/2019	08/01/2017
Marshall Willis *	Police	Police Officer 2	B	10/26/2019	12/01/2019
William Welch *	Parks	Bldg Maint Lead Mechanic	B	10/30/2019	11/01/2019
Waymond Lewis *	Sheriff	Correctional Officer 2	B	11/06/2019	11/01/2017
Aliene Mershed *	General Hospital	Nursing Asst -Certified 1	B	11/20/2019	01/01/2020
Clyde Lord *	Metro Action Commission	General Maint Worker	B	10/25/2019	09/01/2016
Carolyn Beasley *	General Hospital	Resp Therapist-Certified	B	10/24/2019	11/01/2018
Norvelle Demonbreun *	Water Services	Equip Operator 2	B	11/01/2019	03/01/2014
Rose Kidwell *	Metropolitan Clerk	Office Support Rep 3	B	10/28/2019	06/01/2018
Kenneth Jones *	Metro Action Commission	Parent Involvement Coord	B	10/25/2019	01/01/2018
Robert Tucker *	General Hospital	Metro Hospital Auth Employee	B	11/06/2019	12/01/2019

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Richard Uselton	Fire	B	11/01/2019
Howard Wright Jr	Parks	B	11/01/2019
Laureia Taylor	Bordeaux Long Term Care	B	11/01/2019

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
James Kelley	Parks	B	11/01/2019

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
William Welch	Parks	Service Without Option	B	11/01/2019	Normal	
Laurie Handshu	Public Library	Early Service With Option	B	10/15/2019	Option A	
Anna Cox	MNPS	Service With Option	B	09/28/2019	Option D	
Cathy Adams	MNPS	Service With Option	B	09/20/2019	Option F	
Calvin Campbell	MNPS	Early Service Without Option	B	10/11/2019	Normal	
Carmen Scott	MNPS	Service With Option	B	10/05/2019	Option F	3
Felicia Clay	MNPS	Early Service With Option	B	09/27/2019	Option F	
Michael Goodwin	MNPS	Early Service With Option	B	10/11/2019	Option A	
Wanda Hobbs	MNPS	Service Without Option	B	10/01/2019	Normal	3

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Janet Gilbert	District Attorney	Early Service Without Option	B	09/19/2019	Normal	
Michael Gaffney	Clerk and Master	Service Without Option	B	10/17/2019	Normal	
Robert Barrett	Human Resources	Early Service With Option	B	10/31/2019	Option F	
Emma Bell	Metro Action Commission	Early Service With Option	B	11/02/2019	Option D	
Gary Walsh	Police	P&F Service Pen With Option	B	10/19/2019	Option F	
Mary Thompson	Parks	Service Without Option	B	11/01/2019	Normal	3
Mary Thompson	Parks	Service Without Option	B	11/01/2019	Normal	3
Clarica Epps	MNPS	Early Service Without Option	B	08/06/2019	Normal	
Gwen Sanders	Water Services	Service Without Option	B	10/12/2019	Normal	3
Haydar Gerdi	Health	Early Service With Option	B	10/18/2019	Option A	
Sharon Robertson	Police	Service Without Option	B	10/18/2019	Normal	1
Sevara Sawyers	Caring for Children	Service With Option	B	11/01/2019	Option D	
Elizabeth Hager	Social Services	Service With Option	B	11/01/2019	Option F	2
Jane Madden	Human Resources	Service Without Option	B	10/23/2019	Normal	1
Cory McClellan	Police	P&F Service Pen With Option	B	10/10/2019	Option E	3
Cheryl Parker	Emergency Communication Center	Service With Option	B	11/01/2019	Option A	
James Hooks Jr	Health	Service With Option	B	08/03/2019	Option D	
Elease Waller	Mayor's Office	Service With Option	B	10/02/2019	Option F	2
Vezelia Harris	Knowles Home	Service With Option	B	01/01/2019	Option D	
Timothy Stauffer	Police	P&F Service Pen With Option	B	09/01/2019	Option A	
Wilbur Nesbitt	Police	P&F Service Pen With Option	B	11/01/2019	Option E	
Riley Boyd	Bordeaux Long Term Care	Service Without Option	B	11/01/2019	Normal	
Carolyn Beasley	General Hospital	Service Without Option	B	01/01/2019	Normal	
Rose Kidwell	Metropolitan Clerk	Service Without Option	B	06/01/2018	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

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
Kathy Smith	Fire	Joyce Chappell	A	11/13/2019
Mike Chagunda	Public Library	Grace Chagunda	B	11/04/2019
Maria DeBraganca	Water Services	Ivan DeBraganca	B	10/13/2019
Riley Brown	Water Services	Gloria Brown	B	11/10/2019
Stanley Jablonski	District Attorney	Patricia Jablonski	B	11/04/2019
Frank Anderson	MNPS	Faye Anderson	B	11/21/2019
Hugh Garrison	Water Services	Amber Garrison	B	10/26/2019
John Varallo	Fire	Mary Varallo	Closed	11/13/2019
Gerald Burkett	General Sessions Court	Carolyn Burkett	B	10/30/2019
Phillip Richardson	Fire	Vivian Richardson	B	11/08/2019

BENEFIT BOARD ITEMS

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

1. Medical disability pension denial request for reconsideration – Employee from Metropolitan Nashville Public Schools.

The motion for reconsideration failed.

2. MetroMax 457 deferred compensation plan document and investment policy statement.

Christina Hickey reported to the Board that at the October Study Session, Finance (Treasury) presented a revised MetroMax 457 Deferred Compensation plan document for the Board's review and approval. She stated this revised plan document is to bring the document in compliance with the most current laws as well as restating the plan by incorporating Board approved amendments and also, for the Board's review and approval is the streamlined Investment Policy Statement.

Tom Eddlemon and Fadi Bousamra, Treasury, were present.

There was some discussion regarding whether or not charter schools are included and what is considered a valid expense and who determines that. There was also some discussion regarding expenses paid from the trust fund verses expenses/fees paid from the 457 plan.

It was clarified that years ago the Board indicated that they wanted someone independent from Voya to advise and that is where some of the expenses come from.

Christina Hickey stated that they can be voted on individually or together.

Tom Curtis moved to vote on the items separately. Christine Bradley seconded.

Tom Curtis moved for approval of the plan document. Christine Bradley seconded and the Board approved without objection.

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

3. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2020.

Christina Hickey reviewed the procedures as outlined in the by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2020 and opened the floor to nominations.

3. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2020.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2020. Stacey Rucker seconded.

Shannon Hall nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2020. Tom Curtis seconded.

A vote was taken on the nominations of Edna Jones for Chair, and Christine Bradley for Vice-Chair, and was approved without objection.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Blue Cross Blue Shield – YMCA Fitness Your Way.

Items 4.-a. through 4.-c. were for information only.

Christina Hickey made note of item 4.-c.

5. Reports for your information:

- a. Return to work.
- b. Repayment of pension contributions.
- c. Denial log from Alternative Service Concepts.
- d. Benefit Board budget reports.
- e. Annual report to Council.
- f. Voluntary insurance annual reports.

Items 5.-a. through 5.-f. were for information only.

Christina Hickey made note of items 5.-e. and 5.-f.

There was some discussion regarding the time limit for the voluntary insurances to report back to the Board and why the group policies were offered.

Nicki Eke, Legal Department, stated that the Board can allow them a certain amount of time to provide the reports and discontinue the payroll deduction privileges.

After some discussion, it was determined that item 5.-f. needs to be sent to the appropriate committee for discussion. B.R. Hall moved to refer this item to the appropriate Committee. Christine Bradley seconded and the Board approved without objection.

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:40 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board