

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**January 7, 2020**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, January 7, 2020 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:33 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, W. Todd Henry, 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 December 3, 2019. With no corrections, nothing further was noted and Christine Bradley moved for approval. Harold Finch 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.

Edna Jones noted that there are two late items.

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 through 5, for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Stacey Rucker seconded.

After some discussion regarding treatments on item 3, a vote was taken on the motion to approve the disability pension new requests, item 1 through 5 and the Board approved without objection.

The employee nor his attorney for item 6 were present.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination, item 6 as a medical disability pension, for the length of time as recommended. He stated that the basis for changing it to medical is that his treating physician has indicated that the condition is not work related. Shannon Hall moved for approval of the recommendation to continue the disability pension reexamination, item 6 as a medical disability pension for the length of time as recommended. Christine Bradley seconded.

After some discussion regarding the onset of the condition and his position as a police officer with Metro, a vote was taken on the motion on item 6 to continue the disability pension as a medical disability pension for the length of time as recommended and the Board approved with B.R. Hall and Stacey Rucker opposed.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexamination, item 7, for the length of time as recommended. Harold Finch moved for approval of the recommendation to continue the disability pension reexamination, item 7, for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 8, the individual had initially requested to return to work in a non-sworn position with an active employee salary supplement, however, the department does not have any

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

positions available at this time. Dr. Wright stated that he recommends approval of the disability pension for four months. Stacey Rucker moved for approval of the recommendation to approve the disability pension, item 8, for four months. Todd Henry 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 item 1, for the length of time as recommended. Todd Henry moved for approval of the recommendation to approve the disability pension new requests, late item 1, 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 late item 2, he recommends approval of return to work with a salary supplement. He stated that the department has a position available that will accommodate his permanent restrictions.

Byron Grizzle, Sheriff's Office, was present.

Stacey Rucker moved for approval of the recommendation of return to work with a salary supplement on late item 2. Christine Bradley seconded and the Board approved with Stephanie Bailey abstaining.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Shannon T. Coley	General Services	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (May 2020), with re-exam at that time.
2.	Priscilla A. Gaines	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.
3.	Hajija R. Ghazi	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (May 2020), with re-exam at that time.
4.	Emily A. Loviza	Water	Medical	As moved, seconded and approved, this disability pension request was approved for three months, (April 2020), with re-exam at that time.
5.	Timothy J. Powell	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for thirteen months, (February 2021), with re-exam at that time.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
6.	Christopher L. Clark	Police	Medical	As moved, seconded and approved, this disability pension was continued as a medical disability pension without stipulation of scheduled re-exam.

**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
7.	Jeanette Leavell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for three months, (April 2020), with re-exam at that time.

**REQUEST TO RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Rodney J. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was approved for four months, (May 2020), with re-exam at that time.

**LATE ITEMS**

**NEW REQUESTS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	George R. Rabasca	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved for three months, (April 2020), with re-exam at that time.

**REQUEST TO RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Keith G. Whitlow	Sheriff's Office	Medical	As moved, seconded and approved, this employee was returned to work with an active employee salary supplement.

**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.

				CM	CSME	
Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	Angulo, Carlos C., Jr.	Police	Pension Approval	Yes	Yes	Evaluation
2	Brunett, Terry L.	MNPS	Pension Approval	Yes	Yes	Evaluation
3	Gaines, Priscilla A.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines

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

**SOCIAL SECURITY REFERRALS: (continued)**

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME	Comments
4	Tippitt, David M.	Sheriff	Pension Approval	Yes	Yes	Evaluation
5	Vaughn, Joe 'Terry'	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines

**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
Debra Lyman *	Bordeaux Long Term Care	Dietary Tech	B	10/31/2019	01/01/2016
Janwynella Henderson	Finance	Finance Mgr	B	12/04/2019	12/26/2019
James McDonnell III	District Attorney	Finance Mgr	B	12/18/2019	02/01/2019
Pamela Peek-Smith	General Hospital	Mgr,Medical Imaging	B	12/18/2019	01/24/2020
Paul Jones	Parks	Maint & Repair District Supv	B	12/11/2019	01/01/2020
Michael Brook	District Attorney	Special Projects Mgr	B	12/18/2019	02/01/2020
Mary Brannon	Emergency Communication Center	Emer Telecommunications Off 4	B	12/04/2019	01/01/2020
Walter Demonbreun Jr	Fire	Fire Asst Chief	B	12/11/2019	01/21/2020
Bobby Murray	Fire	Fire Captain	B	12/04/2019	01/15/2020
Deborah Kennedy	Fire	Emerg Medical Tech 2	B	12/11/2019	01/01/2020
Vicki Gibbs	Health	Public Health LPN	B	12/18/2019	01/18/2020
Renee Buford	Health	Office Support Rep Sr	B	12/18/2019	03/11/2020
Jane Kleiman	Parks	Office Support Spec 2	B	12/04/2019	01/01/2020
Diane Miller	Public Library	Circulation Assistant	B	11/27/2019	12/05/2019
James Madden	Water Services	Water Maint Tech 3	B	11/27/2019	01/01/2020
James Gray	Parks	Special Projects Mgr	B	12/11/2019	01/31/2019
Laura Dudley	MNPS	MGR - FOOD SERVICE III HS	B	12/11/2019	02/01/2020
Denise Beverly	Circuit Court Clerk	Office Support Rep Sr	B	12/18/2019	02/01/2020
Glenis Fields	MNPS	TECH - HVAC SR	B	12/18/2019	01/11/2020
Brenda Chesney	MNPS	PARA-PRO - EX ED	B	12/12/2019	12/11/2019
Teresa Wilson	MNPS	PARA PRO - EX ED PREK BLENDED	B	12/11/2019	12/20/2019
Deborah Patterson	MNPS	DRIVER - BUS	B	12/04/2019	01/17/2020
Cynthia Walker	Fire	Paramedic 2	B	11/27/2019	11/24/2019
Gilbert Ramirez	Police	Police Officer 2	B	12/11/2019	12/06/2019
Linda Perkins *	MNPS	MONITOR - SCHOOL BUS	B	11/01/2019	03/01/2018
Danny Raymer *	Parks	Maint & Repair Worker 3	B	12/17/2019	10/01/2018
Jennifer Ryan *	Register of Deeds	Deputy Clerk 1	B	11/26/2019	01/01/2020
Janet Barry *	County Clerk	Admin Asst - County Clerk	B	11/12/2019	12/01/2018
Marquinta Hunt *	MNPS	ED ASST - EX ED MIP REGULAR	B	11/04/2019	01/01/2014
Larry Weakley *	MNPS	DRIVER - BUS	B	12/14/2019	01/01/2020
Anita Moffatt *	Election Commission	Program Coord	B	11/27/2019	01/01/2020
Caroline Yebuah *	Bordeaux Long Term Care	Clinical Supv-Nursing	B	11/25/2019	01/01/2019
James Hunt *	Water Services	Maint & Repair Leader 2	B	11/27/2019	02/01/2020
Carol Cowart	Health	Office Support Specialist 1	B	07/24/2019	12/13/2019
Kenneth Jones *	Metro Action Commission	Parent Involvement Coord	B	10/25/2019	01/01/2018

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Sharon Robinson	Human Resources	B	12/01/2019
Larry McCord	MNPS	B	12/01/2019
Stanley Shelton	Fire	A	11/24/2019

**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
James Murphy	Parks	Service With Option	B	01/01/2019	Option A	
Taffy Ambrose	Emergency Communication Center	Service With Option	B	11/23/2019	Option A	
Leslie Kurgan Jr	Fire	P&F Service Pen With Option	B	11/07/2019	Option A	3
Paul Trickey	Police	P&F Service Pen With Option	B	11/13/2019	Option E	3
Thomas Roberson	Assessor of Property	Service Without Option	B	11/30/2019	Normal	
Norma Morton	Public Library	Service Without Option	B	11/02/2019	Normal	
Kathy Appling	Health	Early Service With Option	B	11/30/2019	Option E	
Cynthia Lawson	MNPS	Service Without Option	B	11/08/2019	Normal	
Phillip Smith	Police	Early Service With Option	B	10/19/2019	Option A	
Wendy Williams	Social Services	Service With Option	B	12/01/2019	Option D	
Clyde Lord	Metro Action Commission	Service With Option	B	01/01/2019	Option A	
Debra Meadows	Sheriff	Service Without Option	B	11/01/2019	Normal	
Maryann Thompson	Health	Service Without Option	B	12/01/2019	Normal	
Robert Tucker	General Hospital	Service With Option	B	12/01/2019	Option A	
Debra Lyman	Bordeaux Long Term Care	Service Without Option	B	01/01/2019	Normal	
Linda Collins	MNPS	Service With Option	B	01/01/2019	Option D	
Timothy Tate	MNPS	Service Without Option	B	12/01/2019	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
Christopher Taylor	Police	Neysa Taylor	B	12/02/2019
Stephen Reece	Public Works	Brandi Reece	B	11/16/2019
David Hagewood	Water	Betty Hagewood	A	11/20/2019
Laurie Handshu	Public Library	Elijah Peavler	B	11/14/2019
Debra Moton	Bordeaux Long Term Care	Charles Moton	B	12/14/2019
Ronald Shaw	Police	Elizabeth Shaw	A	11/29/2019
Cecil Casto	Fire	Sandra Casto	B	12/04/2019
Howard Carter	MNPS	Sharlanda Carter	B	12/17/2019

**BENEFIT BOARD ITEMS**

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

1. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer, Human Resources staff, was available for any questions.

1. Redetermination of disability pension amount based on excess earnings. (continued)

There was some discussion regarding some challenges with the process to obtain information from the Internal Revenue Service and having to become a vendor in order to obtain this information going forward.

There was also some discussion of the earnings on some of the individual's and direct payments of insurance premiums if they are zeroed out.

Christine Bradley moved to accept the report and have the individual's disability pensions adjusted accordingly. Tom Curtis seconded.

Lori Meyer noted that the report also details those disability pensions that will be restored due to not being over their outside allowable earnings.

A vote was taken on the motion to accept the report and have the individual's disability pensions adjusted accordingly and the Board approved with Todd Henry abstaining.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from Cigna.
- c. Cigna correspondence – benefit language and gene therapy benefit.

Christina Hickey made note of item 2.-c.

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.
- g. 2020 Annual Enrollment overview.
- h. Accomplishments for 2019.

Christina Hickey made note of items 3.-g.and 3.-h.

Ginger Hall, Human Resources staff, was available for any questions and noted a correction to item 3.-h.

4. Late item(s):

Items under this section were reported at the meeting and have been included in these minutes.

With nothing further presented, the meeting adjourned at 10:06 a.m.

ATTEST:

APPROVED:

---

**Shannon B. Hall, Director**  
**Human Resources**

---

**Edna J. Jones, Chair**  
**Employee Benefit Board**