

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**February 4, 2020**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 4, 2020 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:38 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 January 7, 2020. With no corrections, nothing further was noted and G. Thomas Curtis 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.

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. Harold Finch moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 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 denial of the disability pension new request, item 3. Todd Henry moved for approval of the recommendation to deny the disability pension new request, item 3. Stephanie Bailey 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 4 through 7 for the length of time as recommended and case management services where noted. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 7 for the length of time as recommended and case management services where noted. Stacey Rucker seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on items 8 and 9, he requests a deferral to the April meeting.

\*Denotes Kevin Crumbo returning to the meeting.

Stacey Rucker moved for approval of the request to defer items 8 and 9 for two months. Tom Curtis seconded and the Board approved with Stephanie Bailey opposed and Kevin Crumbo abstaining.

It was noted that there have been several deferrals on item 8.

Dr. Gill Wright reported to the Board that on item 10 he recommends approval of return to work.

Jerry Terfinko, Parks, was present.

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

B.R. Hall moved for approval of the recommendation of return to work. Christine Bradley seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 11 he recommends approval of the request to return to work with an active employee salary supplement.

Byron Grizzle, Sheriff's Office, and the employee were present.

Shannon Hall moved for approval of the request of return to work with an active employee salary supplement on item 11. Stacey Rucker seconded and the Board approved without objection.

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

Sue Bibb, Police Department, was present.

Todd Henry moved for approval of the recommendation of return to work on item 12. Stacey Rucker 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.	Tonya Cartwright	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.	Trena G. Pennington	Human Resources	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (June 2020), with re-exam at that time.
3.	Sharon L. Goodwin	Metropolitan Nashville Public Schools	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>
4.	Ronald L. Cassell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for five months, (July 2020), with re-exam at that time.
5.	Joshua W. Culwell	Emergency Communications Center	Medical	As moved, seconded and approved, this disability pension was continued for eight months, (October 2020), with re-exam at that time.
6.	James N. Finley	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued with a functional capacity evaluation, for three months, (May 2020), with re-exam at that time.

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

**REEXAMINATIONS: (continued)**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded and approved, this disability pension was continued for eight months, (October 2020), with re-exam at that time.
8.	Janet R. Garmon	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (April 2020), with re-exam at that time.
9.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension was continued for two months, (April 2020), with re-exam at that time.

**RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	David J. Butler	Parks	Medical	As moved, seconded and approved, this individual was returned to work.
11.	Cassie M. Thomas	Sheriff's Office	In Line of Duty	As moved, seconded and approved, this return to work request was approved with an active employee salary supplement.

**OTHER:**

12.	Michael R. McCord	Police	Medical	As moved, seconded and approved, this individual was returned to work.
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**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. Christine Bradley seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation		
1	Loviza, Emily A.	Water	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
Douglas Jenkins *	Public Works	Engineer 2	B	11/16/2019	04/01/2018
Edward Lewis	Fire	Fire Engineer	B	01/08/2020	01/21/2020
Thomas Ambrose	Parks	Maintenance & Repair Worker	B	01/15/2020	04/14/2020
Raymond Lauper	Information Technology Service	Information Sys Oper Anal 2	B	01/22/2020	01/28/2020
Homer Ferguson	Health	Interpreter 1	B	12/30/2019	01/02/2020
Mark Littlejohn	Parks	Maint & Repair Supv	B	01/15/2020	02/28/2020
Tonya Peach	MNPS	CASHIER - CLUSTER LD	B	01/08/2020	01/08/2020
Larry McMasters	MNPS	DRIVER - BUS	B	01/15/2020	12/19/2019
Robin Moffett	MNPS	DRIVER - BUS	B	01/15/2020	01/25/2020
Gregory Ballard	Water Services	Engineer 3	B	01/15/2020	02/20/2020
Thomas Sealy	Register of Deeds	Satellite position	B	01/22/2020	02/29/2020
Mattie Jones	Codes Administration	Property Stan Insp 1	B	01/22/2020	02/08/2020
Yvonne Gaskin	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	01/21/2020	01/03/2020
Karen Crook	Metro Action Commission	Admin Svcs & Operations Dir	B	01/08/2020	02/11/2020
Anna Holbrook	Water Services	Finance Admin	B	01/15/2020	01/22/2020
Christopher Cotter	Fire	Paramedic 2	B	01/13/2020	02/08/2020
Drue Johnson	Parks	Concessions Clerk	B	01/08/2020	01/16/2020
Glenn Nolen	Sheriff	Sheriff Case Worker 1	B	01/08/2020	02/04/2020
Gregory Julia	Police	Police Officer 2	B	01/08/2020	01/10/2020
Michael Sullivan	Fire	Fire Fighter 2	B	01/08/2020	01/16/2020
Donald Boner	Parks	Maint & Repair Supv	B	01/22/2020	05/30/2020
Eric McEwen	Fire	Fire Fighter/Paramedic	B	01/22/2020	01/30/2020
Lenny Manning	Fire	Fire Services Deputy Director	B	01/22/2020	02/15/2020
Richard Kinnaman *	State Trial Courts	Program Spec 2	B	10/27/2019	09/01/2018
Brenda Beard *	MNPS	ED ASST - EX ED ONE TO ONE	B	12/05/2019	01/01/2020
Richard Fitzgerald *	MNPS	WORKER - CUSTODIAL	A	01/14/2020	02/01/2020
Ronal Serpas *	Police	Police Chief	B	06/17/2019	02/01/2020
Eston Garrett *	Health	Medical Admin Asst 2	B	12/03/2019	12/01/2019
Larry Buntley *	General Hospital	Infectious Disease Coordinator	A	12/09/2019	10/01/2011
Kyle Coulter *	General Hospital	Supv, Laboratory Section	B	01/02/2020	01/01/2020
Monica Townsend *	Metro Action Commission	Head Start Teacher 2 - MAC	B	11/20/2019	11/01/2017
Frances Camacho *	Police	Police Operations Coord 1	B	12/18/2019	01/01/2019
Jerry Sweeney *	Fire	Fire Maint Worker 1	B	12/03/2019	02/01/2018

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Deborah Cook	Finance	B	12/01/2019
Robert Page	Police	B	01/01/2020

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Richard Kinnaman	State Trial Courts	Service With Option	B	01/01/2020	Option E	
Michael Cummings	Public Works	Service With Option	B	01/01/2020	Option B	
Joel Saunders	Fire	P&F Service Pen With Option	B	01/01/2020	Option E	2
Gilbert Ramirez	Police	Early Service With Option	B	01/01/2020	Option E	
Teresa Wilson	MNPS	Early Service Without Option	B	01/01/2020	Normal	
Brenda Chesney	MNPS	Early Service With Option	B	01/01/2020	Option D	
James Madden	Water Services	Service Without Option	B	01/02/2020	Normal	
Diane Miller	Public Library	Service With Option	B	01/01/2020	Option F	
Carol Cowart	Health	Service Without Option	B	01/01/2020	Normal	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
Jane Kleiman	Parks	Service Without Option	B	01/02/2020	Normal	
William Cobb	Water Services	Early Service With Option	B	01/01/2020	Option B	
Jacqueline Hollingsworth	Water Services	Service With Option	B	01/01/2020	Option F	3
John Holley Jr	State Trial Courts	Service With Option	B	01/11/2020	Option E	3
Deborah Kennedy	Fire	P&F Service Pen With Option	B	01/01/2020	Option F	
Thea Copeland	County Clerk	Service Without Option	B	01/01/2020	Normal	
Linda Holley	Sheriff	Service With Option	B	01/02/2020	Option E	
Claude Kelly	Water Services	Service Without Option	B	01/01/2020	Normal	
Mark Hadley	Sheriff	Service With Option	B	01/01/2020	Option A	3
Larry Weakley	MNPS	Service Without Option	B	01/02/2020	Normal	
Linda Perkins	MNPS	Service Without Option	B	01/01/2020	Normal	
Kenneth Jones	Metro Action Commission	Service With Option	B	01/01/2020	Option F	
Marquinta Hunt	MNPS	Service With Option	B	01/01/2020	Option D	
Maxine Miller	MNPS	Service Without Option	B	01/01/2020	Normal	
Eston Garrett	Health	Service With Option	B	01/01/2020	Option A	
Valoris Sloss	Bordeaux Long Term Care	Service Without Option	B	01/01/2020	Normal	
Caroline Yebuah	Bordeaux Long Term Care	Service With Option	B	01/01/2020	Option B	
Monica Townsend	Metro Action Commission	Service Without Option	B	01/01/2020	Normal	
Danny Raymer	Parks	Service With Option	B	01/01/2020	Option A	
Janet Barry	County Clerk	Service Without Option	B	01/01/2020	Normal	
Waymond Lewis	Sheriff	P&F Service Pen With Option	B	01/01/2020	Option A	
Jerry Sweeney	Fire	Service Without Option	B	01/01/2020	Normal	
Robert Frizzell	Police	P&F Service Pen With Option	B	01/01/2020	Option E	
Marshall Willis	Police	P&F Service Pen With Option	B	01/01/2020	Option A	
Anita Moffatt	Election Commission	Service With Option	B	01/02/2020	Option E	

<b>Key Codes</b>	
<b>Options</b>	<b>Drop Elections</b>
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
Donald Jones	Metropolitan Council	Sue Jones	B	12/30/2019
Kathleen Moseley	Parks	Glen Moseley	B	12/28/2019
Walter DeWeese	Bordeaux Long Term Care	Mary DeWeese	B	12/29/2019
Michael Wilkerson	Fire	Pamela Wilkerson	B	01/15/2020
John Lawrence Jr	Fire	Brenda Williams	B	12/20/2019
Kathy Anderton	Police	William Anderton	B	01/23/2020
Laura Hoffman	Fire	Cynthia Meyer	B	01/11/2020
Felix Hills	Police	Sandra Hills	B	01/11/2020
Billie Dunn	General Hospital	Larry Dunn	B	01/15/2020
Mildred Jobe	General Hospital	Joseph Jobe	B	12/14/2019
Walter Keeler Sr	Police	Mattie Keeler	Closed	12/31/2019
Viorel Galea	Metro Action Commission	Elena Galea	B	01/09/2020
Joann McCool	MNPS	Herman McCool Jr.	B	01/16/2020
Lynda Ezzell	Police	Brandy Foster	B	01/14/2020

### **BENEFIT BOARD ITEMS**

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

1. Pension plan valuation – final results.

Christina Hickey reported to the Board that Findley will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, Findley, gave a summary of the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions and stated that he suggests 12.340% in order to keep the rate level.

B.R. Hall moved for approval of the suggested contribution rate of 12.34%. Christine Bradley seconded and the Board approved without objection.

2. Payroll Deduction Committee.

Christina Hickey reported to the Board that on January 21, 2020, the Payroll Deduction Committee met to discuss the annual voluntary insurance reports. She stated that the Committee recommended that Finance reach out to the voluntary insurance companies to renew their contracts and also ask the companies to send a representative to a Study Session meeting to discuss the voluntary insurance payroll deductions and their service to the participants.

Phil Carr, Finance Department, was present.

It was asked whether or not the Finance Department was prepared to facilitate the recommendation from the Payroll Deduction Committee.

Phil Carr stated that they are continuing to take the deductions and send the deductions to the carriers and then expedite the process to renew the contracts.

Committee Chair Shannon asked if there were any amendments, corrections or questions of the minutes from the Payroll Committee meeting held on January 21, 2020. With no corrections, nothing further was noted and Todd Henry moved for approval. Stephanie Bailey seconded and the Board approved the Committee minutes without objection.

Shannon Hall gave some background on the voluntary insurance plans. She stated that over the years there was not complete equity of offerings in those plans and the varying premiums. She stated the Board chose in 2002 to stop offering those voluntary insurance plans, however, those that wanted to keep those plans were allowed to have the payroll deduction continue.

There was discussion regarding continuing these programs for a year, not having contracts with the providers and the quality of services.

There was also some discussion regarding the recommendation from the Committee and how to proceed going forward if some do not comply with the request.

Todd Henry moved for approval of the recommendation that Finance reach out to the voluntary insurance companies to renew their contracts and also ask the companies to send a representative to a Study Session meeting to discuss the voluntary insurance payroll deductions and their service to the participants. Stephanie Bailey 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.

4. Reports for your information:

- a. Return to work.
- b. Repayment of pension contributions.
- c. Privacy notice.
- d. Tennessee Open Meetings Act.
- e. Litigation report.
- f. Denial log from Alternative Service Concepts, (ASC).
- g. Benefit Board budget reports.

Items 4.-a. through 4.-g. 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 10:45 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**