

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 7, 2020

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 7, 2020 via teleconference and was broadcast through the Metro Nashville Network, (MNN), on Nashville's Comcast Channel 3, AT&T UVerse Channel 99, and on the MNN Live Stream at approximately 9:36 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: 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.

Chair Edna Jones called the meeting to order and stated that the first order of business will be a motion to determine under the Governor's Executive Order #16 that the meeting agenda constitutes essential business of this Board and meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. Shannon Hall moved for approval. Tom Curtis seconded and the Board approved without objection.

A. MINUTES: Edna Jones asked if there were any amendments, corrections or questions of the minutes from the last regular meeting held on March 11, 2020. With no corrections, nothing further was noted and Stacey Rucker 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 requests, items 1 through 5, for the length of time as recommended. Harold Finch 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 and the Board approved without objection.

Christina Hickey stated that on item 6, the individual's spouse has supplied a statement regarding the request and his conditions (memory loss and dizzy spells) and his physicians stating he should be off from work.

Dr. Gill Wright reported to the Board that this statement does not change his recommendation to deny the request. He stated that there are no restrictions in the medical record from any of his treating physicians. He stated that he did conduct testing regarding his memory loss and noted no irregularities and also noted that the individual's heart issue was several years ago and he has been working since then. He stated that with respect to the dizzy spells there are no other symptoms associated with them.

Christina Hickey noted that additional medical information was supplied on item 6 and emailed to the Board.

There was further discussion of the medical record and the lack of a basis to grant the request, however, due to the individuals job description and concerns regarding the dizzy spells it was asked of the department whether or not they would be able to accommodate any restrictions in that regard and obtain clarification from his physicians regarding the medical issues.

Shannon Hall moved to defer item 6 to allow the applicant to obtain additional medical information as to why he can not work and clarification from the department regarding his job duties. Tom Curtis seconded.

Christina Hickey noted that Juanita Davis, Water Department, was on the call.

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

Juanita Davis stated that even if they put him on some type of restrictions, he would still be around heavy equipment in his role. She stated that she will supply his functional job description to Dr. Wright so they can discuss what he can and can not do.

A vote was taken on the disability pension new request, item 6 to defer to the May Board meeting to allow the applicant to obtain additional medical information as to why he can not work and clarification from the department regarding his job duties and was approved without objection.

Edna Jones reported to the Board that item 7 has requested a deferral to the May Board meeting. Todd Henry moved for approval of deferring the disability pension new request item 7 to the May Board meeting. Harold Finch seconded and the Board approved without objection.

Christina Hickey reported to the Board that the applicant for item 8 was going to be on the call.

Being as the applicant was not on the call, Edna Jones moved to defer the disability pension new request item 8. Tom Curtis seconded and the Board approved without objection.

Christina Hickey reported to the Board that the applicant for item 9 was going to be on the call at Sonny West Conference Center with Claire Cobb, CSME Assistant. Christina Hickey also noted that additional medical information was supplied emailed to the Board on item 9 and they have brought additional information today as well.

Dr. Gill Wright reported to the Board that since the applicant has brought additional information that he has not seen he recommends to defer the disability pension new request, item 9. Shannon Hall moved to defer the disability pension new request item 9. Todd Henry seconded.

The applicant addressed on item 9 addressed the Board regarding the additional medical information.

A vote was taken on the motion to defer the disability pension new request, item 9 and was approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 10 through 12 for the length of time as recommended. Harold Finch moved for approval of the recommendation to continue the disability pension reexaminations, items 10 through 12 for the length of time as recommended. Christine Bradley seconded and the Board approved without objection.

Edna Jones reported to the Board that the applicant for item 13 was going to be on the call.

The disability pensioner addressed the Board regarding the recommendation and wanting to return to work.

Dr. Gill Wright reported to the Board that the department can not accommodate his restrictions based on his condition. He stated that he recommends approval for continuing the disability pension reexamination, item 13 for six months with review sooner if needed.

There was some discussion regarding vocational case management and having that start in July.

Edna Jones moved for approval of the recommendation to continue the disability pension reexamination, item 13 for six months, with vocational case management to resume July 1. Tom Curtis seconded.

Christina Hickey noted that Amanda Herron, with Eckman Freeman was on the call.

Edna Jones stated that she is not actively working with him as a case manager and would like for Dr. Gill Wright to initiate the vocational case management July 1.

A vote was taken on the motion on item 13 to continue the disability pension reexamination, item 13 for six months, with vocational case management to resume July 1 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 items 14 through 20, he requests a deferral for four months. B.R. Hall moved for approval of the request to defer items 14 through 20 for four months. Tom Curtis seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Aaron L. Allison	Water	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (August 2020), with re-exam at that time.
2.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (June 2020), with re-exam at that time.
3.	Aaron R. Hunt	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for seven months, (November 2020), with re-exam at that time.
4.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (June 2020), with re-exam at that time.
5.	Adam R. Thomas	Police	Medical	As moved, seconded and approved, this disability pension request was approved for two years, (April 2022), with re-exam at that time.
6.	Gary A. Johnson	Water	Medical	As moved seconded and approved, this disability pension request was deferred.
7.	Daniel M. Pursley, Jr.	Public Works	Medical	As moved seconded and approved, this disability pension request was deferred.
8.	Robby G. Scott	Water	Medical	As moved seconded and approved, this disability pension request was deferred.
9.	Carla E. Stone	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Andrew M. Injaychock	Police	Medical	As moved, seconded and approved, this disability pension was continued for ten months, (February 2021), 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
11.	Jeanette Leavell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (November 2020), with re-exam at that time.
12.	Emily A. Loviza	Water	Medical	As moved, seconded and approved, this disability pension was continued for two years, (April 2022), with re-exam at that time.
13.	Eric C. Morgan	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for six months, (October 2020), with re-exam at that time and vocational case management to resume in July.

DEFERRALS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	William E. Bolan	Police	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 2020), with re-exam at that time.
15.	Kelly R. Kraft	Fire	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 2020), with re-exam at that time.
16.	Jonathan S. Lowe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 2020), with re-exam at that time.
17.	Aaron B. Myers	Fire	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 2020), with re-exam at that time.
18.	George R. Rabasca	Public Works	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 2020), with re-exam at that time.
19.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 2020), with re-exam at that time.

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

DEFERRALS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
20.	Casey D. Stupka	Police	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for four months, (August 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. Christine Bradley 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	Boyd, Jeffrey	Metro Action Commission	Pension Approval	Yes	Yes	Likely to Meet 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
Greggory Ward *	Bordeaux Long Term Care	Asst Pharmacy Dir	B	03/02/2020	04/01/2020
Michael Thompson	Water Services	Engineer Technician Senior	B	03/25/2020	04/03/2020
Cathy Wilson	General Hospital	GI Tech	B	03/11/2020	05/02/2020
Rosa Lowe	MNPS	Cashier - Food Svc	B	03/26/2020	03/14/2020
Sara Nelson	MNPS	Spec - Trg Apps	B	02/29/2020	03/14/2020
Arthur Hummell	Police	Police Officer 2	B	03/11/2020	05/20/2020
Richard Kendall	MNPS	Driver - Bus	B	02/26/2020	02/29/2020
Norman Fowler	MNPS	Spec - Technical Support Ld	B	02/26/2020	03/28/2020
Fretia Meadows	District Attorney	Legal Secretary 1	B	02/26/2020	05/01/2020
Kathie Holley	MNPS	Driver - Bus	B	02/26/2020	03/14/2020
Dwight Ford	MNPS	Driver - Bus	B	03/04/2020	02/29/2020
Debra Simpkins	State Trial Courts	Judicial Asst 2	B	03/04/2020	04/11/2020
Paul Tripp	Water Services	Utility Maintenance Tech Sr	B	03/04/2020	03/14/2020
John Cook	General Hospital	Mgr, Technical Services	B	03/11/2020	04/04/2020
Renee Jackson	Water Services	Engineer 3	B	03/04/2020	05/01/2020
James Gentry	Public Works	Maintenance & Repair Leader	B	03/24/2020	04/01/2020
Gary Harrington	Public Works	Sanitation Worker	B	02/26/2020	02/29/2020
Earlene Bazemore	Sheriff	Sheriff Case Worker 1	B	03/04/2020	04/01/2020
Mitchell Murphy	Fire	Fire Captain	B	03/11/2020	04/15/2020
Michael Arrington	Fire	Fire Fighter 2	B	03/04/2020	03/16/2020
David Thompson	General Sessions Court	Judicial Asst 2	B	03/04/2020	03/04/2020
Paul Junkmann Jr	Police	Police Officer 2	B	02/26/2020	03/15/2020
Elizabeth Darnall	Fire	Fire Captain	B	03/11/2020	04/08/2020
Stephen Berry	Finance	Special Projects Mgr	B	03/04/2020	05/30/2020
Linda Sylvester	Police	Police Operations Coord 2	B	03/11/2020	05/01/2020
Deborah Boles *	Parks	Account Clerk 1	B	03/11/2020	04/01/2020
Terence Sulfridge *	Police	Police Sergeant	A	03/27/2020	04/01/2020
Robert Rearick *	Sheriff	Admin Svcs Officer 4	B	03/24/2020	04/01/2020

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
Carol Morton *	Police	Police Operations Spec 2	B	03/27/2020	01/01/2020
Paula McClellan *	Bordeaux Long Term Care	Medical Social Worker	B	03/14/2020	09/01/2019
Samuel Tinnin *	Fire	Fire Fighter 2	B	02/25/2020	12/01/2018
Joseph Porch *	Sheriff	Correctional Officer 1	B	02/21/2020	02/01/2018
Deidre Forte *	Police	Police Operations Coord 2	B	02/28/2020	04/01/2020
Vickie Lee *	Health	Office Support Rep 3	B	03/11/2020	05/01/2020
Steven Roney *	Information Technology Service	Information Sys Oper Tech 2	B	03/05/2020	05/01/2020
Shelia Odom	MNPS	Secretary-Clerk	A	03/30/2020	05/22/2020
Abdulisetar Yusuf *	MNPS	Worker - Custodial	B	03/04/2020	08/01/2018
Jimmy Gray *	Airport Authority	Security Officer	B	02/05/2020	06/01/2015

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
James Dean Jr	Fire	B	03/01/2020
Erroll Rucker	MNPS	B	03/01/2020
Carlton Dayton	Fire	A	03/01/2020
Robert Wright	Public Works	A	02/10/2020
Ricky Capps	Public Works	B	03/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Karen Cummins-Marks	General Hospital	Service With Option	B	01/01/2020	Option F	
Shane Fairbanks	Police	Early Service With Option	B	02/12/2020	Option E	
Raymond Lauper	Information Technology Service	Early Service Without Option	B	01/28/2020	Normal	
Tonya Peach	MNPS	Service Without Option	B	01/16/2020	Normal	
Robin Moffett	MNPS	Service Without Option	B	01/25/2020	Normal	3
Sharon Carter	MNPS	Early Service With Option	B	01/01/2020	Option E	
Glenis Fields	MNPS	Service With Option	B	01/11/2020	Option A	2
Janice Whitaker	MNPS	Service Without Option	B	02/14/2020	Normal	
Terry Bowers	Public Library	Early Service With Option	B	01/28/2020	Option E	
Mattie Jones	Codes Administration	Early Service Without Option	B	02/08/2020	Normal	
Joyce Heard	Sheriff	Service Without Option	B	02/01/2020	Normal	3
Yvonne Gaskin	MNPS	Early Service With Option	B	01/03/2020	Option A	
Laura Dudley	MNPS	Early Service Without Option	B	01/31/2020	Normal	
John Hlad	Information Technology Service	Service With Option	B	02/22/2020	Option A	
Glenn Nolen	Sheriff	P&F Service Pen Without Option	B	02/04/2020	Normal	
Marie Roberts	Circuit Court Clerk	Service Without Option	B	02/22/2020	Normal	3
Lawrence Long Jr	Fire	P&F Service Pen With Option	B	02/27/2020	Option A	3
Lenny Manning	Fire	P&F Service Pen With Option	B	02/15/2020	Option A	3
Edward Lewis	Fire	P&F Service Pen Without Option	B	01/20/2020	Normal	
Duane Brooks	Police	P&F Service Pen With Option	B	02/19/2020	Option E	3
Cindy Huffines	Police	Early Service Without Option	B	02/29/2020	Normal	
Karen Crook	Metro Action Commission	Service Without Option	B	02/11/2020	Normal	
Michael Brook	District Attorney	Service With Option	B	02/01/2020	Option F	
Gregory Ballard	Water Services	Service With Option	B	02/22/2020	Option A	2
James McDonnell III	District Attorney	Service Without Option	B	02/01/2020	Normal	1
Phuong Ricketts	Social Services	Service With Option	B	02/01/2020	Option F	
James Hunt	Water Services	Service With Option	B	02/01/2020	Option E	
Aliene Mershed	General Hospital	Service Without Option	B	01/02/2020	Normal	
Steven Howd	Police	P&F Service Pen Without Option	B	03/01/2020	Normal	
Georgia Hightower	General Services	Service Without Option	B	01/01/2020	Normal	
Mel Pendley	Police	P&F Service Pen Without Option	B	02/01/2020	Normal	
Russell Clanton	Parks	Service Without Option	B	01/01/2020	Normal	
Kyle Coulter	General Hospital	Service Without Option	B	01/02/2020	Normal	
Norvelle Demonbreun	Water Services	Service Without Option	B	01/01/2020	Normal	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Richard Fitzgerald	MNPS	Service Without Option	A	02/01/2020	Normal	
Marcia Wells	MNPS	Service Without Option	B	03/01/2020	Normal	
Abdulisetar Yusuf	MNPS	Service With Option	B	01/01/2020	Option B	
Melba Hunter	MNPS	Service Without Option	B	03/01/2020	Normal	
Rhonda King	MNPS	P&F Surv Option From Serv Pen	B	01/01/2020	Normal	
Brenda Beard	MNPS	Service With Option	B	01/02/2020	Option A	
Pamela Dunlap	Bordeaux Long Term Care	Service With Option	B	01/01/2020	Option D	
Jimmy Gray	Airport Authority	Service With Option	B	01/01/2020	Option A	

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

Employee	Alternate Payee	Plan A/B	Effective Date
James Gray	Donna Gray	B	02/01/2020
John Catignani	Diane Catignani	A	03/01/2020

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Jorge Bracho	Fire	Laura Bracho	B	03/23/2020
Jerry Ford	Police	Kathy Ford	B	03/18/2020
Barbara Rumble	Bordeaux Long Term Care	Walter Rumble	B	02/12/2020
Cletis Pope	Fire	Lola Pope	B	03/17/2020
Donald Andress	Police	Nancy Andress	A	03/18/2020
Milton Rucker	Parks	Teresa Rucker	B	03/13/2020
Michael Felts	Fire	Kelli Felts	B	03/26/2020
Karl Page	General Services	Lori Page	B	02/28/2020

BENEFIT BOARD ITEMS

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

1. Blue Cross Blue Shield/Cigna COVID-19 coverage.

Christina Hickey reported to the Board that effectively immediately Blue Cross Blue Shield and Cigna will be waiving the customer cost share, (co-pays, deductibles and coinsurance), in their fully insured plans through May 31, 2020 for COVID-19 related treatment. She stated that the Board will need to decide if they would like to opt-out of the coverage or not.

Paul Huffman, Cigna, and Kim Fryar and Russell Henderson, Blue Cross Blue Shield were on the call.

Paul Huffman reported to the Board that they are now including treatment in addition to the testing and other cost sharing expenses through May 31, 2020. He stated this is being put into place for the self-insured clients as well.

1. Blue Cross Blue Shield/Cigna COVID-19 coverage. (continued)

There was some discussion regarding anticipated costs to the plan.

Paul Huffman stated that instead of the member paying the deductible or co-insurance it will be paid by the plan.

There was some discussion that as of right now there is no way to estimate these anticipated costs, however, it will be variable based on locations.

There was also some discussion regarding costs if Metro opts out, which means that the employee would be responsible.

There was also some discussion regarding any budgetary issues with this as this is not a line item.

Russ Henderson, Blue Cross Blue Shield, reported to the Board that the waiving of the fees are specific to in network providers only and out of network will still have out of network fees applied to them.

Paul Huffman, Cigna, stated that they will be paying both in and out of network services at 100%. He stated that a provider that is out of network and submits charges will be paid at in-network services rates.

There was some discussion regarding any current data available related to the COVID-19 claims and trials related to medications.

There was some discussion regarding the effective dates and would it be from this point going forward or retroactively consistent with both the plans.

Nicki Eke, Legal Department, stated yes that if the administrators are able to administer it in that manner.

B.R. Hall moved for approval of Blue Cross Blue Shield and Cigna waiving the customer cost share, (co-pays, deductibles and coinsurance), in their fully insured plans through May 31, 2020 for COVID-19 related treatment. Tom Curtis seconded and the Board approved with Harold Finch not voting.

2. Cigna/HCA negotiations.

Christina Hickey reported to the Board that Paul Huffman from Cigna will give a status update to the Board on the negotiations between Cigna and HCA.

Paul Huffman, Cigna, informed the Board that they had negotiated a contract termination date for the long-term contract for the end of April with HCA. He stated the negotiation process was started back in November to establish another long-term deal. He stated that after review of the claim cost data it was determined that HCA has been by far more expensive than others in the market during the contract. He stated that through negotiations they have made an offer that would bring them in align with the market expectations and what the clients expect, however, HCA is requesting increases to the reimbursements that were already above the market. Mr. Huffman stated that the majority of Cigna's clients in Tennessee are self-insured which means that they are negotiating on Metro's behalf and they were successful in agreeing with HCA to extend the contract through the end of May. He also noted that they have requested an extension as of yesterday through the end of July.

Shannon Hall informed the Board that staff has been working with executive leadership within the Government, however, an extension until the end of May is not acceptable to Metro. Ms. Hall stated that unless an agreement is reached the members would need to be notified at least one month in advance that the contract is set to expire and it can cause undue stress on the members. She also noted that she is looking for long term resolution, and thanks to the help from Kevin Crumbo and his intervention, HCA offered a 90-day extension beyond May 31st. Ms. Hall also noted that the Board may have to explore special enrollment if there is not an agreement.

The Board members strongly urged for an agreement to be met.

2. Cigna/HCA negotiations. (continued)

Shannon Hall moved that the staff and Board determine the next appropriate steps in the event an extension or resolution is not met by the May Board meeting. Stacey Rucker seconded.

Paul Huffman, Cigna, stated that he will be taking this feedback to all parties involved while diligently working toward resolution.

After discussion of exploring the options of a special enrollment and disappointment with Cigna and HCA during this time, a vote was taken on the motion that the staff and Board determine the next appropriate steps in the event an extension or resolution is not met by the May Board meeting and the Board approved without objection.

3. Correspondence:

a. Humana news release.

Item 3.-a. was for information only.

4. Reports for your information:

a. Return to work.

Item 4.-a. was for information only.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:58 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board