

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 5, 2020

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 5, 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 9:52 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. Tom Curtis moved for approval. Harold Finch 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 April 7, 2020 and the April 13, 2020 Special Called meeting. With four corrections, nothing further was noted and Todd Henry moved for approval. Stacey Rucker 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.

Christina Hickey reported to the Board that none of the applicants reached out to her for this meeting.

Harold Finch moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Stacey Rucker seconded and the Board approved without objection.

It was also noted than none of the applicants came to the Sonny West Conference Center if they wanted to address the Board.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new requests, items 2 through 5. Tom Curtis moved for approval of the recommendation to deny the disability pension new requests, items 2 through 5. Harold Finch seconded and the Board approved with B.R. Hall opposed.

Dr. Gill Wright reported to the Board that on item 6 it was listed as to be determined, however, he recommends denial based on the medical record.

For the purposes of discussion Shannon Hall moved for approval of the recommendation to deny the disability pension new request item 6. Tom Curtis seconded.

Dr. Gill Wright stated that after reviewing the information received from the department and the medical record there is nothing to support an approval.

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

There was further discussion of the medical record and the lack of a basis to grant the request, however, due to the individual having to have an appointment rescheduled, Nicki Eke, Legal Department suggested deferring this request.

After discussion of the time frame to get the medical records, Shannon Hall revised her motion to defer item 6 to the August Board meeting to allow the applicant to obtain additional medical information. Tom Curtis 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 7 through 12 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 12 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 item 13 he requests a deferral for one month. Stacey Rucker moved for approval of the request to defer item 13 for one month. Christine Bradley seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Benjamin H. Lowe	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (November 2020), with re-exam at that time.
2.	Daniel M. Pursley, Jr.	Public Works	Medical	As moved, seconded and approved, this disability pension request was denied.
3.	Robby G. Scott	Water	Medical	As moved, seconded and approved, this disability pension request was denied.
4.	Carla E. Stone	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was denied.
5.	Wanda J. Vonckx	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was denied.
6.	Gary A. Johnson	Water	Medical	As moved, seconded and approved, this disability pension request was deferred for three months, (August 2020).

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Elizabeth M. Berry-Loucks	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (May 2021), with re-exam at that time.
8.	Kellie A. Canfield	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for four months, (September 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
9.	Rodney J. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (August 2020), with re-exam at that time.
10.	Shannon T. Coley	General Services	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (August 2020), with re-exam at that time.
11.	James N. Finley	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (May 2021), with re-exam at that time.
12.	Hajija R. Ghazi	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for five months, (October 2020), with re-exam at that time.

DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Katherine D. Ladd	Sheriff	Medical	As moved, seconded and approved, this disability pension was deferred.

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.

Tom Curtis 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	Leavell, Jeanette	MNPS	Pension Approval	Yes	Yes	Likely to Meet SSA Guidelines
2	Morgan, Eric C.	Public Works	Pension Approval	No	No	Younger Worker

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
Laurice Sargent *	Information Technology Service	Information Sys Oper Tech 1	B	04/01/2020	05/01/2020
Larry Johnson	Fire	Fire District Chief	B	04/12/2020	05/07/2020
Larry Moore	Fire	Fire Engineer	B	04/10/2020	05/03/2020
Billy Latham	General Hospital	Metro Hospital Auth Employee	B	04/14/2020	05/30/2020
Barbara Sloss	Codes Administration	Admin Svcs Officer 4	B	04/10/2020	06/06/2020
Roy Jones III	Codes Administration	Codes Admin Asst Dir	B	04/10/2020	05/30/2020
Neil Cook	Police	Police Sergeant	B	04/17/2020	05/29/2020
Charles Rice Jr	Codes Administration	Property Stan Insp 1	B	03/30/2020	07/14/2020
Gloria Armistead	Public Library	Circulation Assistant	B	04/16/2020	04/19/2020
Marvin Spears	Water Services	Indust Electronics Tech 2	B	03/31/2020	05/01/2020
Ralph Harvey	Police	Police Officer 2	B	04/13/2020	04/25/2020
William Howard Jr	MNPS	Monitor - School Bus	B	03/28/2020	01/10/2020
Andrea Baker	MNPS	Interpreter - Sign Language	B	03/27/2020	05/22/2020
Ellen Young-Bond	MNPS	Para Pro - Pre K Gen Ed	B	04/07/2020	05/23/2020
Amelia Houck	MNPS	Cashier - Cluster Ld	B	03/04/2020	03/07/2020
Donzella Geter	MNPS	Para-Pro - Ex Ed	A	04/13/2020	05/22/2020
Deborah Coats	Fire	Fire Engineer	B	04/18/2020	05/01/2020
Wanda Winton	MNPS	Spec - Records	B	04/06/2020	05/01/2020
Connie Smith	Sheriff	Inmate Prop Clerk-Dcso	B	04/08/2020	04/08/2020
Blenda Bowman	Police	Office Support Spec 2	B	04/21/2020	07/16/2020
Troy Donegan	Police	Police Sergeant	B	04/09/2020	05/16/2020
Paul Harbin	Police	Police Sergeant	B	04/21/2020	04/30/2020
Gary Lovell	Water Services	Treatment Plant Shift Operator	B	04/04/2020	04/01/2020
Danny Mays *	General Hospital	Asst Dir Health Info Svcs	B	04/14/2020	09/01/2016
Godfrey Estmond *	Social Services	Homemaker	B	03/30/2020	04/01/2018
James Jones *	Juvenile Court	Probation Officer 1	B	04/18/2020	08/01/2017
David Draper *	Sheriff	Admin Svcs Officer 1	B	03/31/2020	06/01/2020
Harriet Shirley *	Police	Police Youth Counselor 2	B	04/14/2020	06/01/2020
Robert Fletcher *	MNPS	Worker - Custodial	B	04/01/2020	07/01/2020
Vanessa Dunlap *	MNPS	Secretary/Clerk	B	03/30/2020	05/01/2020
Candida Catalino *	MNPS	Ed Asst - Ex Ed One To One	B	04/03/2020	06/01/2020

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Janice Gordon	MNPS	B	04/01/2020
Dennis Adams	MNPS	B	04/01/2020
Debra Goad	MNPS	B	03/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Patryca Streater	General Hospital	Service Without Option	B	02/01/2020	Normal	
Michael Arrington	Fire	P&F Service Pen With Option	B	03/16/2020	Option A	
David Thompson	General Sessions Court	Service With Option	B	03/05/2020	Option A	3
Roger Searcy	Information Technology Service	Early Service With Option	B	02/15/2020	Option A	
Paul Junkmann Jr	Police	P&F Service Pen With Option	B	03/22/2020	Option A	3
Michael Dennis	General Services	Service With Option	B	03/07/2020	Option F	2
Michael Thompson	Water Services	Service Without Option	B	04/04/2020	Normal	3
Joseph Pillow	General Services	Service With Option	B	02/29/2020	Option B	
Nikita Baskerville	MNPS	Early Service Without Option	B	01/11/2020	Normal	
Leslie Flowers	MNPS	Service With Option	B	03/01/2020	Option F	
Thomas Sealy	Register of Deeds	Service With Option	B	02/29/2020	Option A	1
Timothy Smith	Fire	P&F Service Pen With Option	B	03/31/2020	Option E	3

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
Delores Oglesby	Circuit Court Clerk	Service With Option	B	03/14/2020	Option D	
Pamela Peek-Smith	General Hospital	Early Service With Option	B	02/15/2020	Option B	
Richard Manlove	Public Works	Service With Option	B	02/29/2020	Option B	
Gary Harrington	Public Works	Service With Option	B	03/21/2020	Option A	1
Renee Buford	Health	Service With Option	B	03/13/2020	Option D	3
Samuel Tinnin	Fire	P&F Service Pen With Option	B	01/01/2020	Option B	
Joseph Porch	Sheriff	P&F Service Pen With Option	B	01/01/2020	Option E	

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
Timothy Durham	Cynthia D. Durham	A	4/1/2020

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Douglas Duke	Public Works	Celeste Duke	B	04/09/2020
David Mincy	Police	Connie Mincy	A	04/06/2020
Thomas Howard Jr	Juvenile Court	Geraldine Howard	B	04/13/2020
Larry Williams	Fire	Helen Williams	B	04/14/2020
Allen Mitchell	Police	Dale Baird	B	04/06/2020

BENEFIT BOARD ITEMS

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

1. Cigna/HCA negotiations.

Christina Hickey reported to the Board that at the April Board meeting, Paul Huffman from Cigna gave a status update to the Board on the contract negotiations between Cigna and HCA. Mr. Huffman will update the Board on further negotiations that have taken place since April. She also stated that at this time, Human Resources will not need to have a special enrollment.

Paul Huffman, Cigna, was present and addressed the Board regarding the negotiations. He stated that there has been an extension with HCA until August 1, 2020. He stated that July 1st will be the required time to send out customer notifications if there is not an agreement before that date. He also stated that Cigna and HCA both understand how important it is to come to an agreement before July 1st, however there are still issues to be resolved regarding requested price increases and the contract length.

2. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty Committee met on February 3, 2020. At the March 11, 2020 Benefit Board meeting, the Board deferred Item #2 until the May Board. The Committee's actions are outlined below:

Item 2: On the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial by ASC.

Christina Hickey also reported that the individual has requested another deferral to the August meeting.

B.R. Hall moved to defer this item until the August meeting. Stacey Rucker seconded and the Board approved without objection.

3. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:21 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board