

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**June 2, 2020**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 2, 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 9:34 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, 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.

**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. Stacey Rucker moved for approval. Christine Bradley seconded and the Board approved without objection.**

**A. MINUTES:** Chair Edna Jones asked if there were any amendments, corrections or questions of the minutes from the last regular meeting held on May 5, 2020. With no corrections, nothing further was noted and Christine Bradley 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.

Edna Jones noted that there is additional information on item 8.

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. Stacey Rucker moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Harold Finch 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 2 through 4 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 4 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 5 and 6 he requests a deferral for three months. Christine Bradley moved for approval of the request to defer items 5 and 6 for three months. Harold Finch seconded and the Board approved without objection.

On item 7, Christina Hickey read a statement from the disability pensioner regarding her medical record.

Dr. Gill Wright reported to the Board that on item 7 he requests a deferral for one month. Harold Finch moved for approval of the request to defer item 7 for one month. Stacey Rucker seconded and the Board approved without objection.

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

\*Denotes the arrival of G. Thomas Curtis.

Dr. Gill Wright reported to the Board that the additional medical information does not change his recommendation on item 8. He stated that he recommends approval of return to work.

Sheila Anderson, Metropolitan Nashville Public Schools, stated that they are prepared to return the individual to work in her regular position. She also stated that if there is any other reason as to why she may not be able to return to that position there may be some difficulty placing her without knowing her skill set.

After some discussion regarding the medical information from the anesthesiologist and her primary treating physician, Christine Bradley moved for approval of the recommendation on item 8 of return to work. Harold Finch seconded and the Board approved without objection.

Christina Hickey noted that no one was present at Sonny West for public comment.

Dr. Gill Wright reported to the Board that on item 9 he recommends approval of return to work. Stacey Rucker moved for approval of the recommendation on item 9 of return to work. Tom Curtis seconded.

Byron Grizzle, Sheriff's Office, stated that they are able to return her to work.

A vote was taken on the motion on item 9 of return to work 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.	Charles E. Perry	Parks	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled 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>
2.	William E. Bolan	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
3.	Trena G. Pennington	Human Resources	Medical	As moved, seconded and approved, this disability pension was continued for six months, (December 2020), with re-exam at that time.
4.	Casey D. Stupka	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (June 2021), with re-exam at that time.

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

**REEXAMINATIONS - DEFER:**

5.	Tammy L. Binkley-Vanetta	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for three months, (September 2020), with re-exam at that time.
6.	Sharon L. Gudan	Water	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2020), with re-exam at that time.
7.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (July 2020), with re-exam at that time.

**RETURN TO WORK:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this individual was returned to work.
9.	Katherine D. Ladd	Sheriff	Medical	As moved, seconded and approved, this individual was returned to work.

**SOCIAL SECURITY REFERRALS:**

Dr. Gill Wright reported to the Board that there are no Social Security referrals.

**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
Susan Franks *	Police	Police Officer 2	B	05/01/2020	07/01/2020
Martha Segal	Water Services	Water Svcs Asst Dir	B	04/28/2020	05/07/2020
Eric Dickerson	MNPS	MGR - FOOD SERVICE FIELD	B	05/04/2020	07/31/2020
Deborah Manley	MNPS	PARA-PRO - EX ED	B	05/09/2020	05/22/2020
Michael Mays	MNPS	SKILL LABORER - PAINTING	B	04/23/2020	05/22/2020
Michael Mitchell	MNPS	OPER - WHSE & DELIVERY SVC	B	04/28/2020	05/29/2020
Kathleen Powers	Health	Public Health Nurse 1	B	04/29/2020	05/23/2020
Stephanie Lawrence	General Hospital	Care Partner II	B	05/18/2020	05/30/2020
Paul Brown	Parks	Park Police 2	B	04/20/2020	05/01/2020
Valerie Wilks	Police	Police Operations Coord 1	B	05/08/2020	06/01/2020
John Narramore	Fire	Fire Captain	B	04/25/2020	05/16/2020
Ruben Najarro	Fire	Fire Captain	B	05/19/2020	07/16/2020
Edward Tant	Fire	Fire Engineer	B	04/29/2020	05/16/2020
Ardrel Sawyers	Fire	Fire District Chief	B	04/23/2020	05/01/2020
Bobby Owen	Fire	Fire Captain	B	04/27/2020	05/01/2020
Scott Jenkins	Fire	Fire Engineer	A	04/27/2020	05/19/2020
Jay Cohen	Fire	Fire Fighter 2	B	04/23/2020	05/17/2020

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Daniel Pursley Jr	Public Works	Info Systems Div Mgr	B	05/18/2020	03/17/2020
Robert Lackey	Finance	Special Projects Mgr	B	04/25/2020	06/13/2020
Jeff Chandler	Parks	Maint & Repair District Supv	B	04/21/2020	07/04/2020
Brian Clark	NCAC	Deputy Director-NCAC	B	05/13/2020	07/01/2020
Anthony Sinor	Human Resources	Human Resources Analyst 3	B	04/28/2020	05/30/2020
Joyce Hicks *	MNPS	SECRETARY/BOOKKEEPER	B	05/11/2020	03/01/2020

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Scott Billingsby	Police	B	05/01/2020
Samuel McCrary III	Fire	B	05/01/2020
John Gregory	Public Works	B	04/01/2020
Michael Eby	Police	B	05/01/2020
Michele Woodberry	General Hospital	B	05/01/2020
Gaile Parrish	MNPS	B	05/01/2020

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Deborah Boles	Health	Service With Option	B	04/01/2020	Option E	
Ada House	MNPS	Service Without Option	B	01/31/2020	Normal	
Rosa Lowe	MNPS	Service Without Option	B	04/01/2020	Normal	
Sara Nelson	MNPS	Early Service Without Option	B	03/14/2020	Normal	
Richard Kendall	MNPS	Service With Option	B	04/04/2020	Option A	
Kathie Holley	MNPS	Service Without Option	B	03/03/2020	Normal	3
David Williams	MNPS	P&F Service Pen With Option	B	04/01/2020	Option E	1
Terry Primm	MNPS	Early Service Without Option	B	04/04/2020	Normal	
Sara Shearon	Sheriff	Service Without Option	B	03/29/2020	Normal	
Paul Tripp	Water Services	Early Service With Option	B	03/14/2020	Option A	
Connie Smith	Sheriff	Service With Option	B	04/08/2020	Option A	
James Gentry	Public Works	Service With Option	B	04/01/2020	Option A	3
Gary Lovell	Water Services	Service With Option	B	04/03/2020	Option A	
Drue Johnson	Parks	Service With Option	B	04/03/2020	Option B	
William Crunk	Sheriff	Service With Option	B	03/19/2020	Option E	3
Bee-Ling Chang	Information Technology Service	Service With Option	B	04/01/2020	Option F	3
Paul Jones	Parks	Service With Option	B	04/16/2020	Option E	3
Linda Sylvester	Police	Service Without Option	B	03/27/2020	Normal	
Robert Rearick	Sheriff	Service Without Option	B	04/01/2020	Normal	
Godfrey Estmond	Social Services	Service Without Option	B	01/01/2020	Normal	
Vickie Lee	Health	Service With Option	B	05/01/2020	Option B	
Deidre Forte	Police	Service Without Option	B	04/01/2020	Normal	
Greggory Ward	Bordeaux Long Term Care	Service With Option	B	04/01/2020	Option E	
Steven Roney	Information Technology Service	Service With Option	B	05/01/2020	Option E	
James Jones	Juvenile Court	Service Without Option	B	01/01/2020	Normal	
Terence Sulfridge	Police	P&F Service Pen Without Option	A	04/01/2020	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	

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

**QDRO – None to report**

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Robert Cantrell Jr	Public Works	Rita Cantrell	B	05/14/2020
James Vaughn	Unknown	Nannie Vaughn	C	05/08/2020
Jimmy Massey	Unknown	Brenda Massey	B	05/06/2020
Robert Ewing	Unknown	Ann Ewing	A	04/21/2020
Howard Longstreet	Unknown	Agnes Longstreet	A	04/08/2020
Anita McMahan	MNPS	Timothy McMahan	B	05/07/2020
Cordell Anglea	Bordeaux Long Term Care	Mary Anglea	B	03/28/2020
Edward Johnson	Fire	Janice Johnson	B	04/23/2020
Lisa Addleman	Police	Wayne Addleman	B	05/11/2020

**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 May Board meeting, Paul Huffman from Cigna gave a status update to the Board on the contract negotiations between Cigna and HCA. She stated that Mr. Huffman will update the Board on further negotiations that have taken place since May.

Paul Huffman, Cigna, stated that there is not a significant update. He stated that they are still awaiting a response from HCA from the proposal submitted the week of May 4<sup>th</sup>. He also stated that the extension until August 1<sup>st</sup> has not changed.

2. Cigna and BCBS COVID-19 Coverage.

Christina Hickey reported to the Board that Cigna and BlueCross BlueShield (BCBS) have been waiving the customer cost share (co-pays, deductibles, coinsurance) for their fully insured plans through May 31, 2020 where the plan pays 100% coverage for COVID-19 related treatment. She stated that at the April Board meeting, the Board voted to cover the member cost share for COVID-19 related treatments with the plan paying 100% coverage through May 31, 2020 consistent with both Cigna and BCBS' fully insured plans. She stated that BCBS will extend covering the customer cost share for treatment services related to COVID-19 through July 26, 2020. She stated that the Board will need to decide if they would like to continue to cover the member cost share portion through July 26, 2020 or cover these COVID related treatments under the regular medical plan provisions as of June 1, 2020. She also stated that Cigna will extend covering the customer cost share for treatment services related to COVID-19 through July 31, 2020. She stated the Board will need to decide if they would like to continue to cover the member cost share portion through July 31, 2020 or cover these COVID related treatments under the regular medical plan provisions as of June 1, 2020.

Paul Huffman, Cigna, was on the call.

Russell Henderson, BCBS, was on the call.

There was some discussion regarding any costs to date.

Paul Huffman, Cigna, stated that through April there have been approximately 35 members tested for COVID-19 and that cost has been less than \$2,500. He stated that 5 have been diagnosed and the treatment has totaled only \$3,200. He stated that the members have not had anything come out of pocket for those testings or treatments. He also noted that he does expect some increase after the May report.

2. Cigna and BCBS COVID-19 Coverage. (continued)

Russell Henderson, BCBS, reported that through May 28, 2020 there have been approximately 102 members tested with a cost of approximately \$6,000. He stated that on the diagnosis side there have been approximately 65-70 with the CDC approved code for use in identifying COVID -19.

There was some discussion regarding the legislation that was passed by Council related to in line of duty claims associated to COVID-19.

It was noted that the legislation passed by Council was memorializing, which means it is not enforceable and was drafted in a way that appeared to request that departments offer in line of duty leave.

There was some discussion of the population of both medical plans, what the plans currently pay, the numbers related to COVID-19 and continuing the cost share.

Harold Finch moved to extend the BCBS COVID-19 cost share through July 26, 2020. Stacey Rucker seconded and the Board approved without objection.

Harold Finch moved to extend the Cigna COVID-19 cost share through July 31, 2020. Stacey Rucker seconded and the Board approved without objection.

3. Extension of Medical Contracts.

Christina Hickey reported to the Board that the medical contracts with BlueCross BlueShield, Cigna and Humana are set to expire December 31, 2020. She stated that due to the ongoing negotiations in the marketplace and the outbreak of COVID-19, both Deloitte and Human Resources recommend the current contracts be extended for 12 months concluding 12/31/2021.

Michelle Lane, Purchasing, was on the call for any questions.

Shannon Hall moved for approval of extending the current medical plan contracts through December 31, 2021. Christine Bradley seconded.

Nicki Eke, Legal Department, stated that extending the contracts will need approval of Council by ordinance.

Michelle Lane stated that Human Resources requested that we enter into emergency contracts, which would be new individual contracts and not extensions of the existing contracts.

After some discussion of the current request for proposal and other medical plan related discussions, Nicki Eke requested that the motion be restated to indicate that it is an emergency contract. She stated that an extension would require Council approval and an emergency contract would not.

Shannon Hall moved for approval of emergency medical plan contracts through December 31, 2021. Christine Bradley seconded and the Board approved without objection.

4. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board that this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans references in Section 2 of the resolution – the Former City of Nashville Pension Plan and the former Davidson County Pension Plan. This increase is built into the Metro Code and cannot be adjusted without a change to the Code. As a result of the 1.54% increase in the Consumer Price Index, a cost of living adjustment increase of 1.50% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2020.

B.R. Hall moved for approval of the 1.50% cost of living increase to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2020. Harold Finch seconded and the Board approved without objection.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:26 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**