

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 7, 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 9:35 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. This Executive Order expired June 30. The Governor has extended this Order until August 29. B.R. Hall moved for approval. Tom Curtis seconded and the Board approved without objection.

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 June 2, 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.

The applicant for item 1 was on the call.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 1 as medical for the length of time as recommended.

The applicant addressed the Board regarding the request for an in line of duty disability pension. He described the incident related to the injury on duty. He described how things have changed since the incident, being diagnosed with post traumatic stress disorder, (PTSD) and counseling. He also stated that he has not received a decision from Alternative Service Concepts, (ASC).

Stacey Rucker moved that the disability pension new request item 1 be approved as in line of duty. B.R. Hall seconded.

There was some discussion of the criteria for a psychological injury.

Nicki Eke, Legal Department, reviewed the standard that applies to psychological injuries. She stated for it to be in line of duty 1) there must be a specific incident; 2) the injury must be caused by an identifiable stressful work related event producing a sudden mental stimulus such as fright shock or excessive unexpected anxiety; and 3) the stress produced may not be usual stress, but must be extraordinary and unusual in comparison to the stress ordinarily experienced by an employee in the same type of duty. She also stated that it can not be gradual employment stress building up over a period of time.

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

There was some discussion as to whether or not this incident meets the criteria, the basis for Dr. Wright's recommendation and any other similar incidents.

Jamie Summers, Fire Department, stated that she does not have the numbers available but can get the information.

Mark Young, Fire Union Rep, stated that approximately 90% of firefighters will not see a fire death on the scene. He stated that this is very unusual and that all of the criteria has been met on this request.

Dr. Gill Wright stated that his recommendation for a medical disability pension is based on that this is something that could be expected to happen to any fireman during their career.

There was some discussion regarding treatment from ASC, past actions regarding stress claims, the task assigned, the nature of the incident and his job description.

A vote was taken on the motion that the disability pension new request item 1 be approved as in line of duty for the length of time as recommended and the Board approved without objection.

The applicant for item 2, was at the Sunny West Conference Center for any questions.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 2 for the length of time as recommended. Todd Henry moved for approval of the recommendation to approve the disability pension new request, item 2 for the length of time as recommended. B.R. Hall seconded. After some discussion of returning the individual to work prior to the re-exam date and returning to their prior position a vote was taken on the motion to approve the disability pension new request, item 2 for the length of time as recommended and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 3 for the length of time as recommended. Stacey Rucker moved for approval of the recommendation to approve the disability pension new request, item 3 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 4 through 7 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 7 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 8 he requests a deferral for two months. Stacey Rucker moved for approval of the request to defer item 8 for two months. Tom Curtis seconded and the Board approved without objection.

The disability pensioner for item 9 was at the Sonny West Conference Center for any questions.

Dr. Gill Wright reported to the Board that on item 9 he recommends approval of return to work with restrictions.

Byron Grizzle, Sheriff's Office, was present and stated that there is a position available that will accommodate the restrictions.

Shannon Hall moved for approval of the recommendation of return to work on item 9. Tom Curtis seconded and the Board approved without objection.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Steven A. McClure	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (November 2020), with re-exam at that time.
2.	Brian J. Moat	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for seven months, (February 2021), with re-exam at that time.
3.	Wurya A. Shwani	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for eight months, (March 2021), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
4.	Ronald L. Cassell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (July 2021), with re-exam at that time.
5.	Rodney J. Clark	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (July 2021), with re-exam at that time.
6.	Youza R. Khalaf	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for two years, (July 2022), with re-exam at that time.
7.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded and approved, this disability pension was continued for three months, (October 2020), with re-exam at that time.

REEXAMINATIONS - DEFER:

8.	Brian S. McAfee	Fire	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (September 2020), with re-exam at that time.
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C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Romondia S. Hardison	Sheriff	In Line of Duty	As moved, seconded and approved, this individual was returned to work.

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.

Stacey Rucker moved for approval of the referrals. Todd Henry seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME Recommendation	Comments
1	Perry, Charles E.	Parks	Pension Approval	Yes	Yes	Evaluation

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
Brian Celatka *	Police	Police Officer 2	B	05/27/2020	07/01/2020
Gilda Jasmine	Metro Action Commission	EHS Teacher-MAC	B	06/24/2020	07/01/2020
Helen Roberts	MNPS	DRIVER - BUS	B	06/19/2020	05/22/2020
Roxanne Green	MNPS	SECRETARY-CLERK	B	06/17/2020	05/23/2020
Rever Love	MNPS	PARA-PRO - EX ED	B	05/20/2020	05/22/2020
Janice Carney	MNPS	MONITOR - SCHOOL BUS	B	05/27/2020	05/22/2020
Vivian Fletcher	MNPS	SECRETARY-CLERK	B	05/26/2020	05/22/2020
Anita Furlow	MNPS	SECRETARY-CLERK	B	05/16/2020	05/22/2020
Michaelee Brissette	Circuit Court Satellite	Satellite position	B	05/21/2020	07/22/2020
Deborah McKeever	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	06/01/2020	07/17/2020
John McLallen II	Administrative	Career Coach-NCAC	B	05/21/2020	07/01/2020
Donna Kendall	MNPS	MGR - FOOD SERVICE CLUSTER	B	06/08/2020	08/04/2020
Ernest Alexander	Public Library	Circulation Assistant	B	05/28/2020	05/30/2020
Elizabeth Nelson	Public Library	Circulation Assistant	B	05/26/2020	06/01/2020
Donald Levy	Sheriff	Correctional Officer Sergeant	B	06/20/2020	06/27/2020
Garry McReynolds	Police	Info Systems App Analyst 3	B	03/30/2020	07/16/2020
Tami Levy	Sheriff	Sheriff Disciplinary Off	B	06/20/2020	06/27/2020
Larry Baggett Sr	Fire	Fire Engineer	B	06/02/2020	06/30/2020
Kenny Phelps	Fire	Fire Engineer	B	05/26/2020	06/01/2020
Thomas Baltz	Fire	Fire Captain	B	05/18/2020	06/16/2020
Ray Boston Jr	Fire	Fire Captain	B	06/10/2020	07/16/2020
Barry Henson	Fire	Fire Captain	B	05/26/2020	06/28/2020
Christopher Higdon	Police	Police Officer 2	B	06/15/2020	06/17/2020
Brian Johnson	Police	Police Dpty Chief	B	06/23/2020	07/01/2020
Robert Anderson	Police	Police Officer 2	B	05/18/2020	07/01/2020
John Hatcher Jr	Police	Police Sergeant	B	06/25/2020	09/01/2020

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
Joseph Smith	Police	Police Officer 2	B	06/09/2020	06/12/2020
Terry Smith	Fire	Paramedic 2	B	06/09/2020	07/05/2020
Jerry Terfinko	Parks	Parks & Recreation Supt	B	05/22/2020	07/24/2020
Travis Ford	Fire	Fire District Chief	B	06/10/2020	06/17/2020
Barbara Gifford *	MNPS	CASHIER - FOOD SVC HS	B	06/09/2020	06/01/2020
Christopher Fletcher *	Health	Medical Doctor	B	06/08/2020	09/01/2020
Bruce Landes *	Police	Police Officer 2	B	06/11/2020	06/01/2020
Vanessa McPhee *	General Hospital	Secretary-Medical	B	05/29/2020	11/01/2019

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Johnny Crumby	Police	A	06/01/2020
Linda Hudson	Metro Action Commission	B	06/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Laurice Sargent	Information Technology Service	Service With Option	B	05/01/2020	Option B	
Ralph Harvey	Police	Early Service Without Option	B	04/25/2020	Normal	
Gloria Armistead	Public Library	Service With Option	B	04/18/2020	Option D	
Mark Littlejohn	Parks	Service With Option	B	05/01/2020	Option B	
William Howard Jr	MNPS	Service Without Option	B	01/10/2020	Normal	
Andrea Baker	MNPS	Early Service Without Option	B	05/22/2020	Normal	
Shelia Odom	MNPS	Service Without Option	A	05/22/2020	Normal	3
Deborah Manley	MNPS	Early Service With Option	B	05/22/2020	Option E	
Amelia Houck	MNPS	Early Service With Option	B	03/07/2020	Option A	
Rever Love	MNPS	Service Without Option	B	05/22/2020	Normal	
Michael Mays	MNPS	Early Service Without Option	B	01/01/2027	Option C	
Michael Mitchell	MNPS	Service With Option	B	05/29/2020	Option A	3
Mary Kirkham	Police	Service Without Option	B	04/16/2020	Normal	
Deborah Coats	Fire	P&F Service Pen Without Option	B	04/29/2020	Normal	
Wanda Winton	MNPS	Service With Option	B	05/01/2020	Option F	1
Debra Simpkins	State Trial Courts	Early Service With Option	B	04/11/2020	Option E	
John Hoffs	State Trial Courts	Service Without Option	B	06/01/2020	Normal	
Renee Jackson	Water Services	Service Without Option	B	05/02/2020	Normal	
Martha Segal	Water Services	Service With Option	B	05/07/2020	Option E	
Neil Cook	Police	P&F Service Pen Without Option	B	06/01/2020	Normal	3
Gregory Stiles	Codes Administration	Service With Option	B	05/02/2020	Option B	
Mitchell Murphy	Fire	P&F Service Pen With Option	B	04/14/2020	Option B	3
Edward Tant	Fire	P&F Service Pen With Option	B	05/15/2020	Option A	3
Larry Johnson	Fire	P&F Service Pen With Option	B	04/29/2020	Option B	3
Ardrel Sawyers	Fire	P&F Service Pen With Option	B	05/01/2020	Option D	3
Bobby Owen	Fire	P&F Service Pen With Option	B	04/29/2020	Option E	3
Scott Jenkins	Fire	P&F Service Pen With Option	A	05/19/2020	Option A	3
Daniel Pursley Jr	Public Works	Early Service With Option	B	03/17/2020	Option E	
Marla Greer	Human Resources	Early Service Without Option	B	05/02/2020	Normal	
Donald Boner	Parks	Service Without Option	B	05/30/2020	Normal	3
Paul Harbin	Police	P&F Service Pen With Option	B	05/01/2020	Option B	3
William Safley	Law	Service With Option	B	05/01/2020	Option E	
Elizabeth Darnall	Fire	P&F Service Pen With Option	B	04/09/2020	Option F	3
Troy Donegan	Police	P&F Service Pen Without Option	B	05/16/2020	Normal	1
Anthony Sinor	Human Resources	Service With Option	B	05/30/2020	Option F	3
Marvin Spears	Water Services	Service Without Option	B	05/02/2020	Normal	
Cathy Wilson	General Hospital	Service Without Option	B	04/11/2020	Normal	
Sharon Watkins	General Hospital	Early Service Without Option	B	05/01/2020	Normal	
Norman Fowler	MNPS	Early Service With Option	B	03/27/2020	Option A	

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
Fretia Meadows	District Attorney	Service Without Option	B	05/01/2020	Normal	
Danny Mays	General Hospital	Service With Option	B	01/01/2020	Option E	
Vanessa Dunlap	MNPS	Service With Option	B	05/01/2020	Option D	
David Draper	Sheriff	Service Without Option	B	06/01/2020	Normal	
Carol Morton	Police	Service With Option	B	01/02/2020	Option D	
Harriet Shirley	Police	P&F Service Pen Without Option	B	06/01/2020	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	

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Angela Mathers	MNPS	Van Mathers	B	05/30/2020
Raymond Mitchell Jr	Administrative	Judy Mitchell	B	06/20/2020
James Tune	Police	Judith Tune	A	06/02/2020
William Rucker	Police	Bettye Rucker	A	06/04/2020
Melvin Covington	MNPS	Melvina Holder	B	04/18/2020
Milton Jenkinson	MNPS	Linda Jenkinson	B	04/16/2020
Joe Mullican Jr	Emergency Communication Center	Belinda Mullican	B	06/23/2020
Carl Hill	Water Services	Regina Hill	B	06/22/2020
William McNeil	Knowles Home	Mary McNeil	B	06/03/2020
Richard Byrd	Mayor's Office	Jennie Byrd	B	05/23/2020
Bobby Koster	Fire	Peggy Koster	B	06/13/2020
Richard Neathery	General Services	Richard Neathery	B	6/17/2020

BENEFIT BOARD ITEMS

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

Christina Hickey noted that it was requested by the Hospital Authority that item 2 be taken out of order.

2. Hospital Authority and Metropolitan Nashville Public Schools clinic incentive program review.

Christina Hickey reported to the Board that at the June Study Session, the Board considered the annual reviews of the Hospital Authority and Metropolitan Nashville Public Schools, (MNPS) clinic incentive programs. She stated these programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of these incentive programs. She stated the Board will need to determine whether they would like to continue these programs for the 2021 plan year.

Greg Drennan, Deloitte, was on the call for any questions.

Heler Kermin, General Hospital, was also on the call for any questions.

2. Hospital Authority and Metropolitan Nashville Public Schools clinic incentive program review. (continued)

B.R. Hall moved for approval of continuing the Hospital Authority and Metropolitan Nashville Public Schools clinic incentive programs. Harold Finch seconded and the Board approved with Christine Bradley abstaining.

1. Humana plan rates for 2021.

Christina Hickey reported to the Board that the 2021 Humana plan rates presented by Findley at the June Study Session are included in your packet for the Board's consideration and approval. She stated these rates will be effective January 1, 2021.

Joseph Meyers, Findley, was on the call for any questions.

B.R. Hall moved for approval of the Humana plan rates for 2021. Todd Henry seconded and the Board approved without objection.

3. Cigna/HCA negotiations.

Christina Hickey reported to the Board that Paul Huffman from Cigna has given status updates to the Board on the contract negotiations between Cigna and HCA for the past several months. She stated Mr. Huffman will update the Board on further negotiations that have taken place since his last update at the June Board.

Paul Huffman, Cigna, reported to the Board that an agreement has been reached for a new 3 year contract.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:37 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board