

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

August 4, 2020

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 4, 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 9:40 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. Stacey Rucker 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 July 7, 2020. With two corrections, nothing further was noted and Christine Bradley 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 through 4, for the length of time as recommended. Stacey Rucker moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

The applicant for item 5 was on the call with Mark Young, Fire Department union representative.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 5 as medical for the length of time as recommended. He also noted that it was submitted as in line of duty, however, there is no 101 Form submitted for an in line of duty related incident and it does not rise to the level for psychological injury on duty.

The applicant addressed the Board regarding the request for an in line of duty disability pension. He described the incident related to his request for injury on duty.

Mark Young, Fire Department union representative, referred to some information in the medical record where the treating provider noted that the condition is triggered from this event.

There was some discussion of the treating physicians statement that speaks to this event and that it also noted that there was untreated chronic post traumatic stress disorder (PTSD) that began early in his career.

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

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.

After some discussion of the criteria and a specific event, Stacey Rucker moved that the disability pension new request item 5 be approved as in line of duty. B.R. Hall seconded.

Dr. Gill Wright stated that it is very clearly documented in the medical record that he had PTSD prior to this event. He stated this may have been the incident that pushed him over the edge, however, there were underlying problems already that were slowly building over the years.

Jamie Summers, Fire Department, stated that there is not a 101 Form on file and that he sought treatment after being brought up on disciplinary charges related to a number of separate issues.

There was some discussion of the medical record and that it clearly demonstrates there was cumulative untreated PTSD for quite some time and that this was not an extraordinary event but a normal event that many would face as part of their service and therefore it does not meet the standard.

Stacey Rucker called for the question.

A vote was taken on the motion that the disability pension new request item 5 be approved as in line of duty and failed with Stacey Rucker and B.R. Hall in favor and Todd Henry, Christine Bradley, Shannon Hall, Harold Finch, Tom Curtis, Kevin Crumbo and Edna Jones opposed.

Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 5 as medical for the length of time as recommended. Harold Finch seconded and the Board approved without objection.

The applicant for item 6 was not present.

Dr. Gill Wright reported to the Board that he recommends denial of the disability pension new requests, item 6. Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 6. Stacey Rucker seconded and the Board approved without objection.

Harold Finch suggested that this applicant reach out to the workplace safety office at MNPS.

Dr. Gill Wright reported to the Board that on item 7 he requests a deferral for two months. B.R. Hall moved for approval of the request to defer item 7 for two months. Stacey Rucker 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 8 through 13 for the length of time as recommended. Harold Finch moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 13 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 14 through 16, he requests a deferral for two months. Stacey Rucker moved for approval of the request to defer items 14 through 16 for two months. Christine Bradley seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, late item 1 for the length of time as recommended. Stacey Rucker moved for approval of the recommendation to approve the disability pension new request, late item 1 for the length of time as recommended. Todd Henry seconded.

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

Christina Hickey noted that no one was present for public comment and the MNPS Board Room.

A vote was taken on the motion for approval of the recommendation to approve the disability pension new request, late item 1 for the length of time as recommended and the Board approved with Christine Bradley abstaining.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Shelle R. Braden	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for two months, (October 2020), with re-exam at that time.
2.	Ysondra D. Golder	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (August 2021), with re-exam at that time.
3.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for three months, (November 2020), with re-exam at that time.
4.	Irene M. Johnson	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (August 2021), with re-exam at that time.
5.	Cameron M. Myers	Fire	Medical	As moved, seconded and approved, this disability pension request was approved for eight months, (April 2021), with re-exam at that time.
6.	Sharhonda D. Cartwright	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was denied.
7.	Gary A. Johnson	Water	Medical	As moved, seconded and approved, this disability pension request was deferred for two months, (October 2020).

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Aaron L. Allison	Water	Medical	As moved, seconded and approved, this disability pension was continued for one year, (August 2021), with re-exam at that time.
9.	Shannon T. Coley	General Services	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six 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
10.	Jonathan S. Lowe	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for seven months, (March 2021), with re-exam at that time.
11.	Aaron B. Myers	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for eight months, (April 2021), with re-exam at that time.
12.	George R. Rabasca	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (March 2021), with re-exam at that time.
13.	Sean M. Souza	Water	Medical	As moved, seconded and approved, this disability pension was continued for eight months, (April 2021), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Christopher D. Allgood	Sheriff	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (October 2020), with re-exam at that time.
15.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (October 2020), with re-exam at that time.
16.	Melvin D. Terry	Municipal Auditorium	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (October 2020), with re-exam at that time.

NEW REQUEST - LATE ITEM:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Cody W. O'Quinn	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (August 2021), with re-exam at that time.

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

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. B.R. Hall seconded and the Board approved without objection.

				CM	CSME	
Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	Cassell, Ronald L.	MNPS	Pension Approval	Yes	Yes	Likely to Meet SSA Medical-Vocational Guidelines
2	McClure, Steven A.	Fire	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
Deborah Ding *	General Hospital	LPN	B	07/02/2020	07/01/2020
George Hughes	General Hospital	Environ Services Tech	B	06/26/2020	08/01/2020
Rosette Smith	MNPS	SECRETARY	B	07/01/2020	07/01/2020
Jay Lansky	General Services	Admin Svcs Officer 4	B	07/08/2020	07/15/2020
Deborah Seagroves	MNPS	CLERK - LIBRARY	B	07/08/2020	05/24/2019
Angela Chrismon	MNPS	ASST - FOOD SVC	B	06/30/2020	08/04/2020
Rebecca Chadwell	MNPS	CASHIER - CLUSTER LD	B	07/06/2020	08/04/2020
Evelyn Simmons	MNPS	CASHIER - FOOD SVC	B	07/07/2020	08/04/2020
Pamela Bond	MNPS	DRIVER - BUS	B	06/11/2020	08/04/2020
Charlie Tindall	MNPS	OPER - WHSE & CDL TRUCK	B	07/06/2020	08/01/2020
Martha Diaz De Leon	MNPS	REGISTRAR - ENGLISH LEARNER	B	06/29/2020	08/01/2020
Larry Cahill Jr	Police	Police Sergeant	B	07/09/2020	07/11/2020
Harley Toler	Trustee	Trustee	B	07/22/2020	09/01/2020
Faye Jackson	MNPS	SECRETARY-CLERK	B	07/07/2020	08/05/2020
Wilburn Carroll Jr	Public Works	Engineer Technician Senior	B	07/15/2020	08/01/2020
Wanda Binkley	Trustee	Deputy Trustee	B	07/21/2020	08/22/2020
Andrea Vaughn	Trustee	Deputy-Tax Accounting	B	07/06/2020	08/12/2020
William Chamberlain	Public Library	Library Assoc 1	B	07/08/2020	09/01/2020
Marilyn Graham	MNPS	PARA-PRO - EX ED	B	07/03/2020	08/04/2020
Bryan McGee	Sheriff	Sheriff Warrant Officer 1	B	07/15/2020	08/01/2020
Richard Hoffman Jr	Fire	Fire Fighter 2	B	06/29/2020	07/15/2020
Michael Waggoner	Fire	Fire Captain	B	07/02/2020	07/16/2020
Norman James	Fire	Fire Fighter 2	B	07/16/2020	09/03/2020
Joe Gaines	Sheriff	Sheriff Warrant Officer 1	B	07/21/2020	07/15/2020
Teresa Oakley	Fire	Fire Captain	B	07/14/2020	08/16/2020
Scott Miller	Police	Police Officer 2	B	07/24/2020	08/01/2020
Sandra Smith	Police	Police Officer 2	B	07/01/2020	08/01/2020
Burl Johnson Jr	Police	Police Officer 2	B	06/24/2020	07/01/2020
Mary Carter	MNPS	ADMIN - RECORDS SCH FIN PAY I	A	07/02/2020	06/30/2020
Patricia Greer	Trustee	Deputy Trustee	B	07/22/2020	08/22/2020
Donald Daniel *	MNPS	DRIVER - BUS	B	07/08/2020	08/01/2020

* Deferred Benefit

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Timothy Bennett	MNPS	B	07/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Candida Catalino	MNPS	Service Without Option	B	06/01/2020	Normal	
Arthur Hummell	Police	P&F Service Pen With Option	B	05/20/2020	Option A	
Dwight Ford	MNPS	Early Service With Option	B	02/29/2020	Option E	
Ellen Young-Bond	MNPS	Service With Option	B	05/22/2020	Normal	
Vivian Fletcher	MNPS	Service With Option	B	05/22/2020	Option E	
Donzella Geter	MNPS	Service Without Option	A	05/22/2020	Normal	
Kathleen Powers	Health	Service With Option	B	05/23/2020	Option B	
John Cook	General Hospital	Service Without Option	B	05/30/2020	Normal	
Elizabeth Nelson	Public Library	Early Service Without Option	B	06/01/2020	Normal	
Donald Levy	Sheriff	P&F Service Pen With Option	B	06/27/2020	Option F	
Paul Brown	Parks	Early Service Without Option	B	05/15/2020	Normal	
Valerie Wilks	Police	Service Without Option	B	05/23/2020	Normal	1
Roy Jones III	Codes Administration	Service With Option	B	05/30/2020	Option A	
Tami Levy	Sheriff	P&F Service Pen With Option	B	06/27/2020	Option F	
Kenny Phelps	Fire	P&F Service Pen With Option	B	06/02/2020	Option A	3
John Narramore	Fire	P&F Service Pen With Option	B	05/16/2020	Option A	1
Larry Moore	Fire	P&F Service Pen With Option	B	05/15/2020	Option A	3
Robert Lackey	Finance	Service With Option	B	06/13/2020	Option E	1
Robert Anderson	Police	P&F Service Pen Without Option	B	06/16/2020	Normal	3
Vivian Mathis	NCAC	Service Without Option	B	01/01/2020	Normal	
Bruce Landes	Police	P&F Service Pen Without Option	B	06/01/2020	Normal	
Robert Fletcher	MNPS	Service Without Option	B	07/01/2020	Normal	
Barbara Gifford	MNPS	Service Without Option	B	06/01/2020	Normal	

Key Codes

<u>Options</u>	<u>Drop Elections</u>
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
Shirley Gullatte	Social Services	Wesley Gullatte	A	07/23/2020
Timothy Durham	Police	Cynthia Durham	A	06/21/2020
James Pollard	Fire	Terri Dickerson	B	07/01/2020
Thomas Gilbert Jr	Sheriff	Mildred Gilbert	B	06/27/2020
Larry Allen	Water Services	Brenda Allen	B	07/23/2020
Cynthia Gibson	Water Services	John Dillard	B	06/22/2020

BENEFIT BOARD ITEMS

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

1. Group Vision administration services request for proposal.

Christina Hickey reported to the Board that the Purchasing Department has recently concluded the procurement process for Metro's Group Vision administration services. She stated that a representative from the Purchasing Department will present an overview of this process and award for the Board's review.

Michelle Hernandez Lane, Purchasing Department was present. She reviewed the procurement process and stated that 6 proposals were received and they were from Blue Cross Blue Shield of TN, Metropolitan Life Insurance Company, National Vision Administrators, LLC, The Standard Insurance Company, United Health Care Services, and Vision Service Plan. She stated that after the evaluation committees review an intent to award was issued to National Vision Administrators, LLC. She also reviewed the basis for the committee's recommendation.

Christine Bradley moved for approval of the award to National Vision Administrators, LLC. Stacey Rucker seconded.

Councilwoman Sharon Hurt was on the call and had questions regarding the contract from a cost perspective and who had the previous contract.

There was some discussion of the previous contract, the types of plans and costs, the evaluation process, and how our plans compare to other entities.

After some discussion of the rates and there not being an increase, a vote was taken on the motion for approval of the award to National Vision Administrators, LLC and was approved without objection.

2. Cigna and BlueCross BlueShield (BCBS) COVID-19 Coverage.

Christina Hickey reported to the Board voted at the June 2, 2020 Board meeting for BlueCross BlueShield (BCBS) to continue waiving the customer cost share (co-pays, deductibles, coinsurance) through July 26, 2020 for the Metro plan where the plan pays 100% coverage for COVID-19 related treatment. She stated that on July 24, BCBST announced they will be waiving all member cost-sharing for COVID-19 treatments, including hospitalizations, from in-network providers until the end of the COVID-19 national emergency.

The Board also voted at the June 2, 2020 Board meeting for Cigna to continue waiving the customer cost share (co-pays, deductibles, coinsurance) through July 31, 2020 for the Metro plan where the plan pays 100% coverage for COVID-19 related treatment. On July 22, Cigna announced they will be extending the customer cost-share waivers and other enhanced benefits through October 31, 2020.

Representatives from BCBST and Cigna will present an update on the continuation of the customer cost share for COVID-19. She stated that the Board will need to decide if they would like to extend the waiving of the customer cost share based on this information.

Russ Henderson, BCBS, reported that BCBS will be extending the waiving of cost share for COVID-19 treatments through the end of the pandemic, which is a date to be determined.

Paul Huffman, Cigna, reported that Cigna will be extending the waiving the cost share for COVID-19 treatments through October 31, 2020 and will re-evaluate it again at that time.

There was discussion of extending the waiving of cost share for both plans through October 31, 2020 and the costs to date.

Russ Henderson, BCBS, stated that 156 members have tested positive and or received treatment related to COVID-19. He stated that approximately \$517,000 (\$3,300 per case) through July 30th has been spent and the cost share waive was about \$58,000 (\$375 per treated case).

2. Cigna and BlueCross BlueShield (BCBS) COVID-19 Coverage.

Paul Huffman, Cigna, reported that through June there were 539 members tested with 57 diagnosed. He stated the total cost for treatment and testing was \$74,000. He also stated that those individuals that were tested and or treated and had other claims associated was \$430,000.

After some discussion of the cost share that was waived, B.R. Hall moved to extend the waiving of the customer cost share for COVID-19 treatments for both BCBS and Cigna through October 31, 2020. Shannon Hall seconded and the Board approved without objection.

3. In Line of Duty Committee report.

Christina Hickey reported to the Board that the In Line of Duty Committee met on February 3, 2020 and at the May 5, 2020 Benefit Board meeting, the Board deferred item #2 until the August Board. She stated that on item 2, the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial by ASC. Ms. Hickey stated that since the writing of this report, the appellant withdrew his in line of duty medical care appeal.

4. Reports for your information:

- a. Privacy notice.
- b. TN Open Meetings Act.

Items 4.-a. and 4.-b. were for information only.

5. Late item(s):

Items to be listed under this section were reported at the meeting and have been incorporated into these minutes.

With nothing further presented, the meeting adjourned at 10:51 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board