

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**October 6, 2020**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 6, 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 9:42 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 extended that Order until August 29th and was first renewed through September 30<sup>th</sup> and now through October 28th. 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 September 1, 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 6, 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 6 for the length of time as recommended. Todd Henry seconded and the Board approved without objection.

\*Denotes Tom Curtis joining the call.

Dr. Gill Wright reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7 through 14 for the length of time as recommended and ceasing vocational case management on item 11. Stacey Rucker moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 14 for the length of time as recommended and ceasing vocational case management on item 11. Christine Bradley seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 15 he requests a deferral for two months. Tom Curtis moved for approval of the request to defer item 15 for two months. Stacey Rucker seconded and the Board approved without objection.

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

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Candy A. Blackmore	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
2.	Minda B. Brackman	General Hospital	Medical	As moved, seconded and approved, this disability pension request was approved for eight months, (June 2021), with re-exam at that time.
3.	Charles E. Bradley, Jr.	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (April 2021), with re-exam at that time.
4.	Ashley R. Brown	Parks	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (October 2021), with re-exam at that time.
5.	Enoch E. Gunter	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved for three months, (January 2021), with re-exam at that time.
6.	Richard L. Otazu	Parks	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (April 2021), with 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>
7.	Christopher D. Allgood	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for two years, (October 2022), with re-exam at that time.
8.	Shelle R. Braden	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (April 2021), with re-exam at that time.
9.	Joshua W. Culwell	Emergency Communications Center	Medical	As moved, seconded and approved, this disability pension was continued for one year, (October 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.	Erid N. Harrison	Police	Medical	As moved, seconded and approved, this disability pension was continued for three months, (January 2021), with re-exam at that time.
11.	Eric C. Morgan	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for two years, (October 2022), with re-exam at that time and vocational case management ceased.
12.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded and approved, this disability pension was continued for two years, (October 2022), with re-exam at that time.
13.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded and approved, this disability pension was continued for two months, (December 2020), with re-exam at that time.
14.	Melvin D. Terry	Municipal Auditorium	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.

**REEXAMINATIONS - DEFER:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was deferred for two months, (December 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.

Todd Henry 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	Page, Lawanda D.	Sheriff	Pension Approval	Yes	Yes	Meets SSA Listing
2	Sutton, Carl A.	Health	Pension Approval	Yes	Yes	Meets SSA Listings

**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
Michael Mann *	Police	Police Officer 2	B	09/08/2020	10/01/2020
Debra Barber	MNPS	CASHIER - FOOD SVC	B	09/02/2020	10/09/2020
Joy Markham	MNPS	CLERK - LIBRARY	B	09/09/2020	08/29/2020
Deborah Peacher	MNPS	CASHIER - FOOD SVC	B	09/10/2020	11/01/2020
Beth Shearron	MNPS	CASHIER - CLUSTER LD	B	08/21/2020	09/01/2020
Brenda Petty	MNPS	DRIVER - BUS	B	09/08/2020	08/28/2020
Cynthia Ellis	MNPS	DISPATCHER - TRANSPORTATION	B	08/25/2020	11/01/2020
Patricia Cundiff	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	08/26/2020	10/02/2020
Margaret Brown	MNPS	PARA-PRO - EX ED	B	08/21/2020	10/01/2020
John Willis	MNPS	COORD - PROGRAM EVAL	B	09/11/2020	10/01/2020
Gerry Madden	MNPS	CASHIER - FOOD SVC	B	08/22/2020	09/01/2020
Beverly Ammarell	Public Works	Engineer 3	B	08/12/2020	08/27/2020
Frederick Zahn	Historical Commission	Historic Preservationist 1	B	09/05/2020	08/20/2020
Fred Adom	Finance	Special Projects Mgr	B	08/14/2020	09/19/2020
Richard Holland	Water Services	Utility Maintenance Spec 2	B	08/19/2020	09/02/2020
Elizabeth Westerman	Health	Nutritionist 2	B	08/26/2020	09/19/2020
Steve Rottero	Water Services	Treatment Plant Tech 2	B	08/25/2020	08/22/2020
Thomas Dodson Jr	Water Services	Utility Services Asst Mgr	B	09/01/2020	11/07/2020
Bessie Fox	Circuit Court Clerk	Warrant Officer 1	B	08/29/2020	10/01/2020
Jerome Lafargue	Police	Information Systems Advisor 1	B	06/22/2020	11/16/2020
John Glenn	Fire	Fire Arson Investigator	B	08/26/2020	10/16/2020
Charles Allen	General Sessions Court	Judicial Asst 1	B	08/24/2020	10/06/2020
Jacqueline Farmer	Police	School Crossing Guard	B	09/01/2020	08/17/2020
Mark Anderson	Police	Police Officer 2	B	08/24/2020	08/05/2020
Robert Shelton Jr	Police	Police Officer 2	B	08/25/2020	09/11/2020
James Jordan	Police	Police Officer 2	B	08/13/2020	09/15/2020
Michael Anderson	Police	Police Chief	B	08/24/2020	09/01/2020
Barry Raines	Parks	Maintenance & Repair Leader	B	09/11/2020	12/08/2020
Scott Fellwock	Health	Environmental Health Spec 3	B	09/15/2020	12/01/2020
Curt Sadler	Water Services	Indust Maint Supv 2	B	08/24/2020	09/02/2020
Thomas Harbison	Parks	Park Police 2	B	09/21/2020	10/16/2020
George Barlis	State Trial Courts	Program Spec 2	B	09/02/2020	01/01/2021
Gary Manley	MNPS	DRIVER - BUS	B	09/08/2020	09/04/2020
Sharon Parrish	MNPS	MONITOR - SCHOOL BUS	B	09/14/2020	10/01/2020
Wilma Williams *	MNPS	ED ASST - EX ED LIFE SKILLS	B	09/21/2020	08/01/2020
Pamela Hampton *	Bordeaux Long Term Care	Patient Care Mgr	B	06/11/2020	06/01/2019
Saul Solomon *	Law	Metropolitan Attorney	B	08/17/2020	11/01/2020
Jean Henry *	Health	Account Clerk 1	B	08/20/2020	09/01/2020
Arthur Messmer *	Police	Police Officer 2	B	08/21/2020	11/01/2020

\*deferred benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Jomyra Weaver	General Hospital	B	09/01/2020
Brenda Mayberry	MNPS	B	09/01/2020
Brenda Hall	MNPS	B	08/01/2020
Sean Souza	Water Services	B	7/1/2020
Daniel Kephart	Fire	B	04/01/2015
Brenda Burgess	Fire	B	09/01/2020

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

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Vanessa McPhee	General Hospital	Service Without Option	B	01/01/2020	Normal	
Deborah Seagroves	MNPS	Service Without Option	B	01/01/2020	Normal	
Angela Chrismon	MNPS	Service Without Option	B	05/23/2020	Normal	
Rebecca Chadwell	MNPS	Service Without Option	B	08/04/2020	Normal	
Teresa Ferguson	MNPS	Service With Option	B	08/11/2020	Option D	
Pamela Bond	MNPS	Service Without Option	B	08/04/2020	Normal	
Helen Roberts	MNPS	Service Without Option	B	05/23/2020	Normal	
Charlie Tindall	MNPS	Service With Option	B	08/01/2020	Option B	
Patricia Arnold	MNPS	Early Service With Option	B	08/01/2020	Option E	
Janice Carney	MNPS	Service With Option	B	05/20/2020	Option B	
Martha Diaz De Leon	MNPS	Service With Option	B	08/01/2020	Option A	
Deborah McKeever	MNPS	Service With Option	B	07/17/2020	Option A	3
Larry Cahill Jr	Police	Early Service With Option	B	07/11/2020	Option A	
Donna Kendall	MNPS	Service With Option	B	08/05/2020	Option D	
Stanley Frank	General Sessions Court	Service With Option	B	08/08/2020	Option A	
Wilburn Carroll Jr	Public Works	Service Without Option	B	07/31/2020	Normal	1
Wanda Binkley	Trustee	Service With Option	B	08/22/2020	Option F	
Andrea Vaughn	Trustee	Service Without Option	B	08/13/2020	Normal	
Marilyn Graham	MNPS	Service Without Option	B	08/04/2020	Normal	
Bryan McGee	Sheriff	P&F Service Pen With Option	B	08/01/2020	Option A	3
Karin Jenkins	Fire	P&F Service Pen With Option	B	08/21/2020	Option E	3
Joe Gaines	Sheriff	P&F Service Pen With Option	B	07/25/2020	Option E	
Teresa Oakley	Fire	P&F Service Pen Without Option	B	08/15/2020	Normal	
Scott Miller	Police	Early Service With Option	B	08/01/2020	Option A	
John Hatcher Jr	Police	P&F Service Pen With Option	B	09/01/2020	Option E	
James Davies	Public Works	Service With Option	B	08/01/2020	Option F	
Woodrow Ledford Iii	Police	P&F Service Pen With Option	B	08/15/2020	Option A	3
Sandra Smith	Police	P&F Service Pen With Option	B	08/01/2020	Option D	3
Burl Johnson Jr	Police	P&F Service Pen Without Option	B	07/02/2020	Normal	3
Michael Anderson	Police	P&F Service Pen With Option	B	09/01/2020	Option F	3
Brian Clark	NCAC	Service Without Option	B	07/01/2020	Normal	1
Mary Carter	MNPS	Service Without Option	A	07/01/2020	Normal	3
Patricia Greer	Trustee	Service Without Option	B	08/22/2020	Normal	
Stella Richardson	MNPS	Service With Option	B	07/01/2020	Option A	
George Hughes	General Hospital	Early Service Without Option	B	08/01/2020	Normal	
Douglas Martin	Water Services	Service With Option	B	08/01/2020	Option E	
Donald Daniel	MNPS	Service Without Option	B	08/01/2020	Normal	
Christopher Fletcher	Health	Service Without Option	B	09/01/2020	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**

Employee	Alternate Payee	Plan A/B	Effective Date
Darryl Rogan	Lilzaya Rogan	B	9/1/2020

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

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Jennings Loring Jr	Police	Barbara Loring	A	08/26/2020
Patsy McEwen	Police	Joe McEwen	A	08/01/2020
James Officer	Police	Tommy Officer	A	09/06/2020
Charles Mobley Jr	Fire	Diane Gustavsen	B	08/20/2020
Irvin Ryman	Metropolitan Council	Elizabeth Ryman	B	09/22/2020
Jessie Shadowens	General Services	Lenny Shadowens	B	09/23/2020
John Miles	Water	Zina Miles	B	09/02/2020
Randal Moore	Sheriff	Judith Moore	B	09/13/2020
Elmer Howell	Public Works	Brenda Howell	A	09/03/2020
Theodore Murphy	MNPS	Mary Murphy	B	08/31/2020
Sandra Berkner	MNPS	Michael Berkner	B	08/24/2020
Charles Key	MNPS	Doris Key	B	09/04/2020
Vickie Black	Sheriff	William Black	B	09/06/2020
Darriye Rucker	State Trial Courts	Maxine Rucker	B	08/20/2020
William Smith	Public Works	Dena Smith	B	09/13/2020

**BENEFIT BOARD ITEMS**

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

1. Correspondence:

- a. Cigna 2021 formulary updates.

This item was for information only and no action was required.

2. Reports for your information:

- a. Return to work.
- b. Repayment of pension contributions.

Items 2.-a. and 2.-b. were for information only and no action was required.

3. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:56 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**