

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 1, 2020

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 1, 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 9:36 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 roll call to establish a quorum. Ms. Jones also thanked W. Todd Henry for his service to the Board as this is his last meeting.

Edna Jones stated that as a result of the Coronavirus pandemic the Governor issued Executive Order #16 and subsequently Orders #34, #51, #60 #65 authorizing Boards to meet and conduct their essential business by electronic means if the Board determines that meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. This Executive Order will expire on December 27th. Ms. Jones stated that there needs to be a motion that the meeting agenda constitutes essential business and meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak. She also stated that each time a Board member, staff or other participant who is using audio only participation wishes to speak he or she shall identify themselves in a manner reasonably calculated to permit the public to ascertain the identity of the person speaking.

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 November 3, 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.

It was noted that disability applicant for item 2 was on the call.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new requests, items 1 and 3, for the length of time as recommended. Todd Henry moved for approval of the recommendation to approve the disability pension new requests, items 1 and 3 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that he recommends approval of the disability pension new request, item 2 as medical for the length of time as recommended. He stated that he has been seen for an injury on duty in the past and he was seen for what was thought to be an exacerbation of the injury, however, it was determined not to be related to the injury on duty but related to with other conditions.

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

The disability applicant for item 2 addressed the Board regarding his condition and the ability to perform his duties.

Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 2 as medical for the length of time as recommended. Christine Bradley 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 12 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 12 for the length of time as recommended. Harold Finch seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 13 he requests a deferral for two months. Stacey Rucker moved for approval of the request to defer item 13 for two months. Tom Curtis seconded and the Board approved without objection.

Dr. Gill Wright reported to the Board that on item 14 he recommends approval of a functional capacity evaluation based on the varying opinions from her treating physicians regarding returning her to work. Harold Finch moved for approval of the recommendation of a functional capacity evaluation. Stacey Rucker seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	ShaRhonda D. Cartwright	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for two months, (February 2021), with re-exam at that time.
2.	Dereck T. Smith	Parks	Medical	As moved, seconded and approved, this disability pension request was approved for seven months, (July 2021), with re-exam at that time.
3.	Elizabeth A. Welch	Clerk & Master	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
4.	Kellie A. Canfield	Public Works	Medical	As moved, seconded and approved, this disability pension was continued for two months, (February 2021), with re-exam at that time.
5.	Berniece A. George	Health	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2021), with re-exam at that time.
6.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for seven months, (July 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
7.	Chris A. Hentz	Water	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (July 2021), with re-exam at that time.
8.	Trena G. Pennington	Human Resources	Medical	As moved, seconded and approved, this disability pension was continued for two months, (February 2021), with re-exam at that time.
9.	Timothy J. Powell	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for two years, (December 2022), with re-exam at that time.
10.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded and approved, this disability pension was continued for four months, (April 2021), with re-exam at that time.
11.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2021), with re-exam at that time.
12.	David M. Tippitt	Sheriff's Office	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2021), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (February 2021) with re-exam at that time.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, a functional capacity evaluation was approved.

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.

Harold Finch moved for approval of the referrals. B.R. Hall seconded and the Board approved without objection.

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

SOCIAL SECURITY REFERRALS:

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME	Comments
1	Cruz, Angela B.	MNPS	Pension Approval	Yes	Yes	Likely to Meet SSA Medical-Vocational Guidelines

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

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Tamberly Coleman *	Emergency Communication Center	Emer Telecommunications Off 4	B	11/20/2020	12/01/2020
James Mason Jr	MNPS	Supervisor - Campus	B	11/13/2020	01/08/2021
James Kemp	Water Services	Industrial Tech Master	B	11/13/2020	12/15/2020
Harry White Iii	Fire	Fire Captain	B	11/06/2020	11/28/2020
Anita Stewart	Police	Crime Lab Forensic Technician	B	11/13/2020	01/09/2021
Beverly Petty	Trustee	Deputy-Tax Accounting	B	11/20/2020	12/19/2020
Vesta Patrick	MNPS	Cashier - Food Svc	B	11/02/2020	01/05/2021
Shirley Norris	MNPS	Driver - Bus	B	10/23/2020	11/13/2020
Cathy Ferrell	MNPS	Dispatcher - Bus Ex Ed	B	11/13/2020	12/18/2020
Shirley Davis	MNPS	Manager - Office	B	11/19/2020	01/01/2021
Louis King	MNPS	Supervisor - Campus	B	10/22/2020	11/17/2020
Gail Jones	MNPS	Rep - Transportation	B	11/19/2020	01/01/2021
Margaret Dorse	Juvenile Court	Admin Services Officer 3	B	11/09/2020	01/02/2021
Roy Woods	Assessor of Property	Appraiser 2	B	10/29/2020	12/01/2020
Elizabeth Sandberg	MNPS	Spec - Comp Network Support II	B	10/29/2020	01/01/2021
Carol Harp	Police	Behavioral Health Services Manager	B	10/27/2020	01/02/2021
Evelyn Holder	General Hospital	Manager, Environmental Services	B	10/26/2020	01/01/2021
Cynthia Thomas	General Hospital	Executive Assistant	B	11/13/2020	02/06/2021
Stephen Gorham	Water Services	Industrial Maintenance Supervisor 2	B	11/13/2020	01/01/2021
Carl Doctor Iii	Water Services	Industrial Tech Master	B	11/04/2020	10/20/2020
Lethia Lewis	Police	Admin Asst	B	11/18/2020	12/05/2020
James Clary Jr	Assessor of Property	Assessments Manager	B	11/02/2020	12/01/2020
Douglas Hicks	Sheriff	Security Officer 1	B	10/20/2020	12/01/2020
Angela Ingram	Fire	Info Systems App Analyst 2	B	11/16/2020	11/21/2020
Troy Smith *	Police	Police Officer 2	B	11/07/2020	12/01/2020
Madelyn Layton *	Health	Public Health Nurse 2	B	11/16/2020	07/01/2015
Linda Swanson *	General Hospital	Dir, Physical Therapy	B	11/13/2020	01/01/2019

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Ricky Greene	MNPS	B	07/01/2020

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Michael Mann	Police	P&F Service Pen With Option	B	10/01/2020	Option A	
Gary Manley	MNPS	Service With Option	B	09/05/2020	Option E	
Terry Miller	Police	P&F Service Pen Without Option	B	09/15/2020	Normal	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
Jacqueline Farmer	Police	P&F Service Pen With Option	B	08/17/2020	Option D	
Vicki Finney	Police	Service Without Option	B	08/05/2020	Normal	
Charles Allen	General Sessions Court	Service Without Option	B	10/06/2020	Normal	
Thomas Lawrence	Fire	P&F Service Pen With Option	B	09/02/2020	Option F	3
John Glenn	Office of Emergency Mgmt.	P&F Service Pen Without Option	B	10/16/2020	Normal	
Sharon Parrish	MNPS	Service Without Option	B	09/30/2020	Normal	
Debra Barber	MNPS	Early Service Without Option	B	10/09/2020	Normal	
Gilda Jasmine	Metro Action Commission	Service With Option	B	07/01/2020	Option D	
Johnny Davis	General Hospital	Early Service Without Option	B	10/10/2020	Normal	
Cynthia Hamm	MNPS	Service With Option	B	10/03/2020	Option B	
Barbara Johnson	MNPS	Service With Option	B	09/01/2020	Option D	1
Stephanie Morris	MNPS	Early Service With Option	B	10/15/2020	Option E	
Cynthia Ellis	MNPS	Early Service With Option	B	10/24/2020	Option F	
Lawrence Odom	Public Library	Service With Option	B	07/25/2020	Option D	
Annette Luckey	MNPS	Service Without Option	B	10/02/2020	Normal	3
Patricia Cundiff	MNPS	Service Without Option	B	10/06/2020	Normal	
Johnnie Parson	MNPS	Service Without Option	B	08/29/2020	Normal	
Gloria Martin	MNPS	Service Without Option	B	10/30/2020	Normal	
Sara Shearon	Sheriff	P&F Service Pen Without Option	B	11/01/2020	Normal	
Carolyn Perry	MNPS	Service Without Option	B	09/30/2020	Normal	
Gerry Madden	MNPS	Service Without Option	B	09/01/2020	Normal	
Pedro Mahecha	MNPS	Service With Option	B	08/21/2020	Option E	
Ali Afis	Public Works	Service With Option	B	10/17/2020	Option B	3
Elizabeth Harden	Health	Service With Option	B	10/31/2020	Option F	3
Richard Lineweaver	Water Services	Service With Option	B	10/31/2020	Option D	
Bessie Fox	Circuit Court Clerk	Service With Option	B	10/01/2020	Option D	
Pamela E Hale	Sheriff	Service With Option	B	10/03/2020	Option D	1
Kenneth Street	Sheriff	P&F Service Pen With Option	B	09/01/2020	Option E	
Pamela Burford	Police	Service With Option	A	05/01/2019	Option D	
Wilma Williams	MNPS	Service Without Option	B	08/01/2020	Normal	
Dorrice Farmer	MNPS	Service Without Option	B	01/01/2020	Normal	
Scott Hendricks Jr	MNPS	Service With Option	B	10/01/2020	Option B	
Darris Harold	MNPS	Service Without Option	B	09/01/2020	Normal	
Pamela Hampton	Bordeaux Long Term Care	Service Without Option	B	01/01/2020	Normal	
Darryl Johnson	Bordeaux Long Term Care	Service Without Option	B	07/01/2020	Normal	
Karen Shaw	Bordeaux Long Term Care	Service With Option	B	10/01/2020	Option A	
Howard Satterfield	Water Services	Service Without Option	B	10/01/2020	Normal	
Janet McKinley James	Social Services	Service With Option	B	05/01/2018	Option A	
Saul Solomon	Law	Service With Option	B	11/01/2020	Option B	

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
John Anderson	Police		B	07/05/2019
Nell Caldwell	Health	James Caldwell	A	03/15/2020

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

Survivor (continued)

Employee	Department	Survivor Name	Plan A/B	Effective Date
Mike Nash	Water Services	Judy Nashv	B	11/17/2020
Deborah Spurlock	General Hospital	Larry Spurlock	B	11/15/2020
Musa Gazi	MNPS	Zamrid Ali	B	10/05/2020
Shirley Forbes	MNPS	Ronald Forbes	B	10/31/2020
Wolfgang Schipper	General Services	Jan Schipper	B	11/10/2020
Daniel Hunley	Fire	Kathy Hunley	B	10/28/2020
Bobby Nichols	Health	Sara Nichols	B	11/04/2020
Bennett Dicke	Police	Debbie Nash-Dicke	B	10/25/2020
Carl Sutton	Health	Kimberly Sutton	B	11/03/2020

BENEFIT BOARD ITEMS

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

1. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that this adjustment is built into the Metro Code and cannot be adjusted without a change to the Code. Ms. Hickey stated that as a result of the 1.371% increase in the Consumer Price Index, an increase of 1.50% under Division A (the percentage rounded to the nearest one-half percent) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2021. She also stated that eighty percent of the excess of 1.371% over 1.00% is 0.297%, so eligible retirees under Division B should receive a 0.50% cost of living increase in January 2021.

B.R. Hall moved for approval of the cost of living adjustments for eligible retirees under Division A of 1.50% and .50% for eligible retirees under Division B beginning in January 2021. Stacey Rucker seconded and the Board approved without objection.

2. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2021.

Christina Hickey reviewed the procedures as outlined in the Board by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2021 and opened the floor to nominations.

Stacey Rucker nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2021. Kevin Crumbo seconded.

Edna Jones nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2021. Shannon Hall seconded.

A vote was taken on the nominations of Edna Jones for Chair, and Christine Bradley for Vice-Chair, and was approved without objection.

3. Reports for your information:

- a. Return to work.
- b. Repayment of pension contributions.
- c. Annual report to Council.

Items 3.-a. through 3.-c. were for information only and no action was required.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:06 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board