

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 5, 2021

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 5, 2021 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, and Saul Solomon.

Members Stephanie Bailey, Jeremy Moseley, and Jonathan Puckett were unable to be present.

At this time Edna Jones introduced and welcomed the new Fire Union representative, Danny Yates.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Gill Wright, Civil Service Medical Examiner.

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 7, 2021. With one correction, nothing further was noted and Harold Finch moved for approval. Christine Bradley seconded, and the Board approved with Saul Solomon abstaining.

Edna Jones introduced and thanked Saul Solomon for attending this meeting.

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 5, for the length of time as recommended with work conditioning for item 1. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended with work conditioning for item 1. Harold Finch seconded, and the Board approved without objection.

The employee was present for item 6.

Dr. Gill Wright reported to the Board that his initial recommendation on the disability pension new request, item 6 was to deny the request, however, after review of some additional medical information he recommends approval of the disability pension new request, item 6, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new request, item 6 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 7 through 12 for the length of time as recommended. Shannon Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 12 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

Dr. Gill Wright reported to the Board that on items 13 and 14, he requests a deferral for the length of time as requested. Harold Finch moved for approval of the request to defer items 13 and 14 for the length of time as requested. B.R. Hall seconded, and the Board approved without objection.

On item 15, Dr. Gill Wright reported to the Board that he recommends approval of the request to return to work.

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

Jamie Summers, Fire Department, was present and stated they can return the individual to work.

The employee was also present.

B.R. Hall moved for approval of the request of return to work. Shannon Hall seconded, and the Board approved without objection.

On item 16, Dr. Gill Wright reported to the Board that he recommends denial of the request to return to work in a sworn position.

The employee was not present.

Daniel Newburn, Police Department, was present and stated that the individual is requesting to defer this request as he thought it would be brought back up in December.

It was noted that notices are sent to individuals in advance of the meeting.

After some discussion of the individual's condition, Civil Service Rules and the individual being hired with this condition, Shannon Hall moved to defer item 16 to the next Board meeting. Christine Bradley seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Giovana S. Burns	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with work conditioning for two months, (December 2021), with re-exam at that time.
2.	Jason K. Doolittle	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved for eight months, (June 2022), with re-exam at that time.
3.	Daryl W. Hodge	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2022), with re-exam at that time.
4.	William R. Madden, Jr.	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (May 2022), with re-exam at that time.
5.	Michael J. Street	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2022), with re-exam at that time.
6.	Joanne R. Hillard	Health	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.

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

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Eva R. Franklin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (October 2022), with re-exam at that time.
8.	Thomas F. Hartigan	Water	Medical	As moved, seconded, and approved, this disability pension was continued for eight months, (June 2022), with re-exam at that time.
9.	Regina L. Lewis	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for eight months, (June 2022), with re-exam at that time.
10.	Brian S. McAfee	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for two months, (December 2021), with re-exam at that time.
11.	Patrice A. Rogers	Bordeaux	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
12.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (October 2022), with re-exam at that time.

REEXAMINATIONS - DEFER:

13.	Joshua W. Culwell	Emergency Communications Center	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for three months, (January 2022), with re-exam at that time.
14.	Erid N. Harrison	Police	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for three months, (January 2022), with re-exam at that time.

REQUEST - RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Richard L. Honeycutt	Fire	Medical	As moved, seconded and approved, this return to work request was approved.
16.	Angelo Iezzi, Jr.	Police	Medical	As moved, seconded and approved, this return to work request was deferred.

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 recommendation on the Social Security referral. Shannon Hall moved for approval of the referral. Harold Finch seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation		
1	Doolittle, Jason K.	NDOT	Expedited Review, Pending Likely Pension Approval	No	No	Younger Worker, does not meet SSA durational requirements; Will follow to confirm condition remains stable

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
Lisa Pote *	NCAC	Dir Community Ser-NCAC	B	09/13/2021	09/01/2021
David Meriwether	Water Services	Utility Maintenance Spec 2	B	08/19/2021	10/01/2021
Steven Brady	Police	Police Sergeant	B	09/14/2021	10/02/2021
Deana Marcha	MNPS	Spec - Support Tech Dp	B	08/31/2021	08/07/2021
Brenda Lyle	Health	Office Support Rep Sr	B	09/21/2021	11/30/2021
Tina Evans	MNPS	Clerk - Control Sr	B	09/01/2021	08/07/2021
Rosa Castillo	MNPS	Translator - Parent Outreach	B	09/07/2021	10/02/2021
Felicia Zagula	MNPS	Asst - Enrollment	B	09/20/2021	11/27/2021
Michael Lyons	Codes Administration	Property Stan Insp 1	B	08/16/2021	10/16/2021
Dena Murphy	Public Library	Circulation Assistant	B	08/27/2021	10/01/2021
Daryl Hawkins	General Services	Application Tech 3	B	09/01/2021	09/04/2021
Esther Kennedy	MNPS	Secretary-Clerk	B	09/09/2021	05/26/2021
Doug Bell	Police	Police Lieutenant	B	09/08/2021	10/01/2021
Brian Moat	Fire	Fire Fighter/Paramedic	B	08/30/2021	09/01/2021
William Hailey Jr	Fire	Fire Fighter 2	B	09/14/2021	09/16/2021
Terry Clouse	Water Services	Treatment Plant Tech 2	B	08/30/2021	08/25/2021
Michele Coon	Police	Police Lieutenant	B	09/13/2021	09/17/2021
Philip Wigger	Police	Police Lieutenant	B	08/30/2021	10/05/2021
Kurt Reddick	Police	Police Sergeant	B	09/17/2021	09/23/2021
Garrie White *	MNPS	SECRETARY/CLERK	B	08/30/2021	09/01/2021
Sherry Vasey *	General Hospital	Registered Nurse-CC	B	08/18/2021	08/01/2021
Sandra Langhans *	MNPS	DRIVER - BUS	B	08/20/2021	12/01/2021
Beverly Thompson *	MNPS	Ed Asst - Ex Ed One To One	B	09/16/2021	11/01/2021
Anthony Greer *	MNPS	Worker - Custodial	B	09/13/2021	10/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
David Tippitt	Sheriff	B	04/01/2025
Donald Halen Jr	Sheriff	B	09/01/2021
Rosary Elliott	MNPS	B	08/01/2021
Merrell Burns	MNPS	B	09/01/2021
Deborah Davis	MNPS	B	09/01/2021
Vicki Freeman	Parks	B	09/01/2021
Kenneth Covington	MNPS	B	09/01/2021

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
Tammy Vaughn	MNPS	Service With Option	B	08/01/2021	Option E	
Vicky Collins	Metro Action Commission	Service With Option	B	07/31/2021	Option B	3
Sharon Price	Health	Service With Option	B	08/18/2021	Option B	
Robin Lyle	MNPS	Early Service With Option	B	07/24/2021	Option A	
Sharon Griffin	MNPS	Early Service Without Option	B	08/11/2021	Normal	
Barbara Hudson	MNPS	Service With Option	B	09/21/2021	Option A	3
Lillian Pope	MNPS	Survivor Option From Service	B	08/10/2021	Normal	
Shelia Lowe	MNPS	Service Without Option	B	08/11/2021	Normal	
Kimberly Stephens	MNPS	Service Without Option	B	08/13/2021	Normal	
Patricia Talley	MNPS	Service Without Option	B	05/27/2021	Normal	3
Vicky Kelley	MNPS	Service Without Option	A	07/01/2021	Normal	3
Dianna Yandell	MNPS	Early Service With Option	B	05/26/2021	Option D	
Darlene Rappette	MNPS	Service Without Option	B	07/31/2021	Normal	1
Steven Little	Sheriff	P&F Service Pen Without Option	B	07/24/2021	Normal	
Robert Hanson li	Police	P&F Service Pen With Option	B	08/01/2021	Option B	
Dorothy Doss	MNPS	Service With Option	B	05/27/2021	Option D	
Gary Cuning	Sheriff	Early Service With Option	B	08/20/2021	Option A	
Theresa Overstreet	Assessor of Property	Service Without Option	B	07/24/2021	Normal	3
Katherine Smith	Sheriff	Early Service With Option	B	08/11/2021	Option D	
Jeremy Murray	Sheriff	Early Service With Option	B	08/07/2021	Option A	
Terry Richards	Police	P&F Service Pen Without Option	B	07/24/2021	Normal	3
Debra Dixon	Sheriff	Service Without Option	B	08/01/2021	Option C	1
Robert Jones Jr	Fire	P&F Service Pen With Option	B	07/17/2021	Option A	3
Brian Moat	Fire	P&F Service Pen With Option	B	08/27/2021	Option A	3
Timothy Weaver	Police	P&F Service Pen Without Option	B	07/31/2021	Normal	2
Deborah Phillips	Police	P&F Service Pen With Option	B	08/04/2021	Option F	2
David Miller	Police	P&F Service Pen With Option	B	08/05/2021	Option F	1
Andrea Eddins	Bordeaux Long Term Care	Service With Option	B	08/01/2021	Option E	
Adam Goodrich	Sheriff	P&F Service Pen With Option	B	01/01/2021	Option A	
Regina Hale	Police	Service Without Option	B	01/01/2021	Normal	
Sharon Felton	Human Resources	Service With Option	B	09/01/2021	Option A	
Lawrence Coleman Jr	Metro Action Commission	Service With Option	B	01/01/2021	Option A	
Alice Smalls	MNPS	Service With Option	B	08/01/2021	Option D	
Donald Swartz	Codes Administration	Service Without Option	B	01/01/2021	Normal	
Jimmy Johnson	MNPS	Service Without Option	B	08/01/2021	Normal	
Alberta Wade	MNPS	Service With Option	B	08/01/2021	Option F	

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
Kevin Caperton	Michelle Caperton	B	09/01/2021
James Duke	Antoinette Duke	B	09/01/2021

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Insa Kelly	MNPS	David Kelly	B	09/21/2021

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
Nathan Jones	MNPS	Ashley Jones	B	09/06/2021
Robert Ramsey	Codes Administration	Joyce Ramsey	B	09/20/2021
Ralph Fleming	Parks	Paula Fleming	B	08/28/2021
Ronald King	Sheriff	Teresa King	B	09/09/2021
Kenneth Lackey	Sheriff	Sheila Lackey	B	01/28/2021
William Leath Jr	Police	Carolyn Leath	B	09/13/2021
James Gullett	Public Works	Jane Gullett	B	09/19/2021
Virgie Blackwell	MNPS	Thysckla Morris	B	09/12/2021
Barbara Hudson	MNPS	Charles Hudson	B	09/22/2021
Loretta Wilson	MNPS	Rebecca Farrow	B	09/01/2021
Duane Williamson	Police	Barbara Williamson	A	09/21/2021
Malcolm Arrington	Fire	Connie Arrington	B	09/02/2021

BENEFIT BOARD ITEMS

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

1. Presentation of Resolution.

A resolution was presented to Kevin Crumbo acknowledging his dedication and service to the Employee Benefit Board.

2. Reports for your information:

- a. Repayment of pension contributions.
- b. Denial log from Davies.
- c. Benefit Board budget reports.
- d. Terminated disability pensioner.

Items 2.-a. through 2.-d. were for information only.

3. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:53 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
 Human Resources

Edna J. Jones, Chair
 Employee Benefit Board