

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 3, 2022

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 3, 2022, in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:39 a.m.

Benefit Board members: Chair: Edna J. Jones; Members: Stephanie Bailey, *G. Thomas Curtis, Harold W. Finch, II, Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

Vice Chair Christine Bradley and Members Kelly Flannery and B.R. Hall, Sr. were unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Kenton Dodd, 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 April 5, 2022. With one correction, nothing further was noted, and Jeremy Moseley moved for approval. Jonathan Puckett 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. Kenton Dodd, Civil Service Medical Examiner, (CSME), and Claire Cobb, CSME Assistant, reviewed the disability pensions with the Board.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 3, 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 3 for the length of time as recommended. Jonathan Puckett seconded.

*Denotes the arrival of G. Thomas Curtis.

On item 1 there was some discussion of there not being any medical evidence to support approval of an in line of duty disability pension and the recommendation of a medical disability pension instead, aggravation due to multiple stressors and pre-existing conditions that pre-dated employment with Metro.

On item 2 there was some discussion regarding the medical record where it notes a long history of smoking and that being a contributing factor to the condition.

A vote was taken the motion to approve the disability pension new requests, items 1 through 3 for the length of time as recommended, with item 1 being approved as a medical disability pension, and the Board approved with Tom Curtis abstaining.

Dr. Kenton Dodd reported to the Board that he recommends denial of the disability pension new request, item 4.

It was noted that item 4 was reviewed by the In Line of Duty Committee and the Board voted to uphold the denial and therefore there is not an injury on duty compensable claim on file for this individual.

Stephanie Bailey moved for approval of the recommendation to deny the disability pension new request item 4. Shannon Hall seconded.

Jeremy Moseley recused himself from item 4.

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

A vote was taken on the motion to deny the disability pension new request, item 4 and the Board approved with Jeremy Moseley not voting.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 11 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on items 12 and 13, he requests a deferral for the length of time as recommended.

After some discussion regarding why these items are being deferred for additional medical records and some clarification, it was requested to vote on them separately.

Tom Curtis moved for approval of the recommendation to defer item 12 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

Jeremy Moseley moved for approval of the recommendation to defer item 13 for the length of time as recommended. Harold Finch seconded, and the Board approved with Stephanie Bailey opposed.

It was noted that some additional medical information has been received on item 14.

Dr. Kenton Dodd reported to the Board that on item 14 he recommends approval of return to work. He also stated that the additional medical information did not change his recommendation and it is already a part of the medical record.

The disability pensioner was present.

Sue Bibb, Police Department, was also present.

The disability pensioner addressed the Board regarding her condition, the ability to do her job, medications being taken and her restrictions.

Sue Bibb stated that currently they do not have a vacancy at the level she was at when she left. She did state there are some other vacancies that would require a salary supplement and there is some concern with her ability to do the job and restrictions.

After some discussion regarding her classification, job description, what the medical record shows regarding level of function and restrictions, an upcoming appointment and her treatment regimen, Jonathan Puckett moved to defer item 14 until August. Jeremy Moseley seconded, and the Board approved with Stephanie Bailey opposed.

Dr. Kenton Dodd reported to the Board that on item 15 he recommends approval of return to work. Jeremy Moseley moved for approval of the recommendation of return to work. Stephanie Bailey seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Brian A. Jackson	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved as a medical disability pension for seven months, (December 2022),

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
2.	Nathaniel Jumper	Water	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
3.	Michael R. Mathieu	State Fair Board	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (May 2023), with re-exam at that time.
4.	Citlaly J. Gomez	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Tiffany M. Coleman	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for four months, (September 2022), with re-exam at that time.
6.	Kevin B. Crawford	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (May 2023), with re-exam at that time.
7.	Jerry L. Jamison	Water	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (May 2023), with re-exam at that time.
8.	Keisha L. Lawrence	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for four months, (September 2022), with re-exam at that time.
9.	William R. Madden, Jr.	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for nine months, (February 2023), with re-exam at that time.
10.	Brian S. McAfee	Fire	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
11.	Sarah E. Shearron	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for six months, (November 2022), with re-exam at that time.

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

REEXAMINATIONS - DEFER:

12.	Raefel A. Grant, Sr.	Water	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (July 2022), with re-exam at that time.
13.	Ruth A. Harris	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (June 2022), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Paula C. Barnes	Police	Medical	As moved, seconded, and approved, this item was deferred three months, (August 2022).
15.	Timothy J. Powell	Police	In line of Duty	As moved, seconded, and approved, this individual was returned to work.

SOCIAL SECURITY REFERRALS:

Dr. Kenton Dodd reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals. Shannon Hall moved for approval of the referrals. Harold Finch seconded and the Board approved without objection.

				CM	CSME	
Item	Name	Department	Origin of Review	Referral Recommendation		Comments
1	Gore, Dart E.	Circuit Court Clerk	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines
2	Hodge, Daryl W.	NDOT	Pension Approval	No	No	Does Not Meet SSA Guidelines
3	McLemore, Carolyn A.	MNPS	Pension Approval	Yes	Yes	Meets Listing 13.14A

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

Jonathan Puckett moved for approval of the pensions. Jeremy Moseley seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Dianne Dyce *	Convention Center	Convention Ctr Office Support Spec	B	03/04/2022	07/01/2021

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
Jennie Cannon	MNPS	Cashier - Food Svc	B	03/31/2022	05/27/2022
Noemi Hernandez	MNPS	Secretary-Clerk	B	04/01/2022	05/27/2022
Maureen Marrs	MNPS	Cashier - Cluster Lead	B	04/08/2022	05/27/2022
Derrick Horton	MNPS	Supervisor - Transportation Reg Ed	B	04/02/2022	04/08/2022
Connie Warrick	MNPS	Para-Pro - Ex Ed	B	04/18/2022	05/27/2022
Lolita Kinnard	MNPS	Admin - Records Sch Fin Pay I	B	04/20/2022	07/02/2022
Linda Thomas	MNPS	Admin - Records Sch Fin Pay I	B	03/23/2022	07/01/2022
Sheila Featherston	MNPS	Clerk - Library	B	03/28/2022	05/27/2022
Judy Jamison	MNPS	Secretary-Clerk	B	04/04/2022	05/27/2022
Melody Strait	MNPS	Secretary-Clerk	B	03/29/2022	05/27/2022
Penny Blevins	MNPS	Admin - Records Sch Fin Pay I	B	04/01/2022	07/01/2022
Debra Parsley	MNPS	Admin - Records Sch Fin Pay I	B	04/13/2022	06/17/2022
Jayne Johnson	MNPS	Clerk - Library	B	04/12/2022	05/27/2022
Erick Williams	MNPS	Monitor - School Bus	B	04/07/2022	05/27/2022
Ricky Temple Sr	MNPS	Skill Laborer - Electronics	B	04/18/2022	04/16/2022
James Millican Jr	Water Services	Engineer Technician Senior	B	04/12/2022	06/04/2022
Lillian Machado	Criminal Court Clerk	Deputy Criminal Ct Clerk 5	B	03/23/2022	06/04/2022
Dianne Bates	MNPS	Manager - Food Service Iv	B	04/18/2022	04/02/2022
Christy Reasonover	Assessor of Property	Office Support Spec 1	B	04/07/2022	05/07/2022
Ramona Mitchell	MNPS	Secretary-Clerk	B	04/18/2022	04/23/2022
McKinley Young	MNPS	Support Campus	B	04/18/2022	05/27/2022
Ronald Black	Police	Police Officer 2	B	04/13/2022	04/16/2022
Sue Amos	Water Services	Admin Services Officer 4	B	04/04/2022	04/06/2022
Teresa Lyons-Oten	Water Services	Admin Services Officer 3	B	04/04/2022	07/05/2022
Michelle Lampkin	MNPS	Driver - Bus	B	04/14/2022	05/27/2022
Michael Ragland	Public Works	Maintenance & Repair Worker	B	02/10/2022	07/01/2022
Patricia Parrish	Water Services	Information Systems Advisor 2	B	04/18/2022	06/06/2022
Terry Highsmith	Water Services	Treatment Plant Manager	B	03/31/2022	05/07/2022
Gayle Ngwube	Assessor of Property	Office Support Manager	B	03/29/2022	03/26/2022
Kevin Neville	Fire	Fire Marshal-Asst	B	04/08/2022	04/16/2022
Jeffrey Cooper	Fire	Fire Engineer	B	04/12/2022	05/15/2022
Diane McNamara	Public Defender	Assistant Public Defender 4	B	02/22/2022	04/02/2022
Timothy Jones	Fire	Fire District Chief	B	04/07/2022	04/08/2022
James Barrett Jr	Water Services	Treatment Plant Shift Supervisor	B	04/14/2022	04/09/2022
Evans Johnson	Fire	Fire Captain	B	04/05/2022	05/16/2022
Billy Phillips	Mayor's Office	Counselor To The Mayor	B	04/11/2022	04/30/2022
Doris Cal	Metropolitan Council	Admin Services Officer 3	B	03/28/2022	04/01/2022
David Kingsbury	Fire	Fire Captain	B	04/15/2022	05/21/2022
Bryan York	General Services	Equip Mechanic	B	03/24/2022	05/10/2022
Lydia Wallace-Irby	Metro Action Commission	PF& Comm Engagement Adv II-MAC	B	04/06/2022	03/31/2022
Wilma Buchanan	District Attorney	Admin Services Officer 4	B	04/11/2022	06/01/2022
Chris Taylor	Police	Police Deputy Chief	B	04/13/2022	06/01/2022
Rita Hulan *	General Hospital	Tumor Registrar	B	04/08/2022	05/01/2022
Kevin Arnold *	Water Services	Equip Operator 3	B	03/29/2022	05/01/2022
Melody Hayes *	General Hospital	Case Manager	B	03/11/2022	03/01/2022
Shawn Dromgoole *	Sheriff	Sheriff Warrant Officer 1	B	03/25/2022	02/01/2022
Linda Resha	Fire	Admin Services Manager	B	03/30/2022	04/30/2022
Jerry Hulan *	General Services	Building Maintenance Mechanic	B	04/08/2022	11/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Kenneth Murphy	Fire	A	03/19/2022
Elvin Norton	Parks	B	04/01/2022
Billy Knalls	Public Works	B	04/01/2022
Robert Spencer	Fire	B	03/01/2022

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
Harley Irwin	Bordeaux Long Term Care	Service With Option	B	03/01/2022	Option E	
Lou Williams	Public Library	Service Without Option	B	03/05/2022	Normal	
Erik Wagner	Police	Early Service With Option	B	03/16/2022	Option B	
Dennise Meyers	Finance	Service Without Option	B	03/05/2022	Normal	
Suzanne Adams	MNPS	Service With Option	B	03/12/2022	Option A	
Hubert Smith	Parks	Service Without Option	B	02/26/2022	Normal	
Brenda Hendrix	MNPS	Service Without Option	B	03/12/2022	Normal	
Brenda Scales	MNPS	Service Without Option	B	03/12/2022	Normal	3
Kyle Hale	Information Technology Service	Early Service Without Option	B	03/05/2022	Normal	
Carolyn Davis	MNPS	Service With Option	B	01/06/2022	Option D	
Donna Reagan	Public Library	Service Without Option	B	02/25/2022	Normal	
Nell Hayes	Emergency Communication Center	Early Service With Option	B	02/26/2022	Option E	
Gayle Ngwube	Assessor of Property	Service Without Option	B	03/26/2022	Normal	3
Michael Hackney	Police	P&F Service Pen With Option	B	03/02/2022	Option E	3
Paula Morgan	Juvenile Court	Service Without Option	B	02/15/2022	Normal	2
Joe Yount	Water Services	Service With Option	B	03/15/2022	Option E	
Carolyn Wells	Social Services	Service Without Option	B	01/15/2022	Normal	
Rhonda Yaeger	Office of Family Safety	Service With Option	B	02/05/2022	Normal	
James Laster Jr	Police	Early Service With Option	B	01/30/2022	Option B	
David Layne	Police	P&F Service Pen With Option	B	02/17/2022	Option A	3
Diana Cruz	MNPS	Service With Option	B	01/01/2022	Option D	
Annie Spears	MNPS	Service With Option	B	01/01/2022	Option D	
Deandria Rosenthal	Sheriff	Service With Option	B	01/02/2022	Option D	
Nick Pride	Police	Service With Option	B	04/01/2022	Option D	
Gwendolyn Watkins-McKissack	Bordeaux Long Term Care	Service With Option	B	02/01/2022	Option A	
Timothy Shaw	Public Works	Service Without Option	B	04/01/2022	Normal	
Timothy Shaw	Public Works	Service Without Option	B	04/01/2022	Normal	
Wanda Mangrum	Knowles Home	Service With Option	B	03/01/2022	Option F	
Sandra Deegan	MNPS	Service With Option	B	03/01/2022	Option E	

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
Larry Kelley	Parks	Teresa Kelley	B	04/09/2022
Sandra Pullen	Finance	DeWitt Pullen	B	03/30/2022
William Walker Jr	Police	Nancy Walker	B	03/23/2022
William Harmon	Police	Sandra Harmon	B	04/04/2022
Jerry Davis	Fire	Diane Davis	A	03/26/2022
Charles Greer	Public Works	Karla Greer	B	03/31/2022
Thomas Mitchell	Fire	Betty Mitchell	B	03/17/2022
Mark Carson	Bordeaux Long Term Care	Molly Carson	B	04/01/2022

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
George Whitehead	MNPS	Bonita Whitehead	B	04/07/2022
Martin Goodwin	Parks	Sharon Goodwin	B	04/18/2022
Joseph Cook	MNPS	Jacque Cook	B	04/01/2022
Bobby Smotherman	MNPS	Hollie Smotherman	B	04/04/2022

BENEFIT BOARD ITEMS

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

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

Christina Hickey reported to the Board that at the April Study Session, the Board considered the annual reviews of the Hospital Authority and 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 also stated the Board will need to determine whether they would like to continue these programs for the 2023 plan year.

Harold Finch moved to continue the clinic incentive programs. Tom Curtis seconded, and the Board approved without objection.

2. Flexible Spending Accounts.

Christina Hickey reported to the Board that at the April Study Session, Deloitte presented information on the option of increasing the maximum annual contribution amount for employees to set aside pre-tax dollars for two types of out-of-pocket expenses, health care and dependent care. Ms. Hickey stated the Board will need to determine whether they would like to amend its Cafeteria Plan effective January 1, 2023 to increase the annual maximum contribution to \$2,850 from the current amount of \$2,700 for a Health Care FSA.

Stephanie Bailey moved for approval to amend the Cafeteria Plan effective January 1, 2023 to increase the annual maximum contribution to \$2,850 from the current amount of \$2,700 for a Health Care FSA. Jonathan Puckett seconded, and the Board approved without objection.

3. Metro's 457(b) plan - Investment Committee recommendation to replace Voya Small Cap Fund.

Christina Hickey reported to the Board that at the April Study Session, representatives from the Finance Department presented information on replacing an underperforming Voya Small Cap Fund with Segall Bryant & Hamill Small Cap Core Fund. Ms. Hickey stated the Board will need to determine whether they would like to replace the Voya Small Cap Fund with the recommendation from Finance.

Michelle Bosch, Treasurer, and Fadi Bousamra, Finance Department, were present for any questions regarding the recommended change.

Tom Curtis moved for approval of the recommendation from Finance to replace the Voya Small Cap Fund with the Segall Bryant & Hamill Small Cap Core Fund. Jonathan Puckett seconded, and the Board approved without objection.

4. Group medical plan request for proposals update.

Christina Hickey reported to the Board the Purchasing Division will update the Board on the status of the procurement process for the Group Medical Plan request for proposals (RFPs).

Michelle Hernandez-Lane, Purchasing, gave an update on the medical plan request for proposals. She reviewed the process, protests and timeline.

5. Update on Dental & Flexible Spending Account (FSA) contracts.

Christina Hickey reported to the Board that based on multiple Request for Proposals (RFPs) that are being issued this calendar year as well as challenges and opportunities for 2023, a one-year emergency contract will be issued for the BCBS Dental and the FSA contracts. She stated staff plan to bid next year for the 2024 calendar year and the Board will be advised on the RFP process and awards in Spring 2023.

Ginger Hall, Human Resources, and Michelle Hernandez-Lane, Purchasing, were present for any questions.

6. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

Items 6.-a. and 6.-b. were for information only.

7. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Repayment of pension contributions.
- d. Denial log from Davies.
- e. Benefit Board expense reports.

Items 8.-a. through 8.-e. were for information only.

8. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned accordingly.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board