

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 5, 2022

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 5, 2022 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 9:32 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, G. Thomas Curtis, Harold W. Finch, II, Kelly Flannery, B.R. Hall, Sr., Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

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 June 7, 2022. With one correction, nothing further was noted, and Shannon Hall 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 request, item 1 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 2 through 6 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 6 for the length of time as recommended. Tom Curtis seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 7, he requests a deferral for one month. Tom Curtis moved for approval of the request to defer item 7 for one month. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 8 he recommends approval of return to work with restrictions and if he can not be returned to continue the disability pension.

David Hines, Metropolitan Nashville Public Schools, was present and stated they can not accommodate the restrictions.

Dr. Kenton Dodd stated that he would recommend continuing the disability pension for two years.

Harold Finch moved for approval of the recommendation on item 8 to continue the disability pension for two years. Tom Curtis seconded.

After some discussion of the positions that were reviewed for the individual, it was recommended by Legal that this item be deferred to allow for an appropriate representative from Metropolitan Nashville Public Schools to be present to address this item as a Board member can not provide testimony of a particular case in order to make a decision.

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

The motion to continue item 8 for two years was withdrawn.

Shannon Hall moved to defer item 8 to the next meeting. Christine Bradley seconded, and the Board approved with B.R. Hall and Stephanie Bailey opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Jerry W. Brown	Fire	In Line of Duty	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
2.	Erica L. Bruce	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (July 2023), with re-exam at that time.
3.	Dart E. Gore	Circuit Court Clerk	Medical	As moved, seconded, and approved, this disability pension was continued for five months, (December 2022), with re-exam at that time.
4.	Raeffel A. Grant, Sr.	Water	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (July 2023), with re-exam at that time.
5.	Napoleon A. Howell, Jr.	Sheriff	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
6.	Casey D. Stupka	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Kimberly L. Chandler	Criminal Court Clerk	Medical	As moved, seconded, and approved this disability pension re-exam was deferred for one month, (August 2022), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Wurya A. Shwani	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved this return to work was deferred for one month, (August 2022).

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

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. Stephanie Bailey seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Brown, Linda J.	Fire	Pension Approval	Yes	Yes	May Meet SSA Medical-Vocational Guidelines
2	Burnett, Brian K.	Fire	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
3	Harris, Ruth A.	MNPS	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines (Vocationally Significant Age Category Recently Attained)
4	Hodge, Daryl W.	NDOT	Pension Approval	No/Yes	Yes	Evaluation, Need Further Documentation of Impairment, (Currently Being Pursued with Assistance)
5	Watson, Hugh L.	Fire	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines

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

Christine Bradley moved for approval of the pensions. Jonathan Puckett seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Susan Spain *	County Clerk	Deputy Clerk 4	B	06/08/2022	07/01/2022
Angela Thompson	Health	Health Manager 2	B	05/17/2022	09/01/2022
Carolyn Morrison	MNPS	Para-Pro - Ex Ed	B	06/09/2022	06/01/2022
Phyllis Turner	General Sessions Court	General Session Judge	B	06/15/2022	09/01/2022
Kathleen Mcgee	MNPS	Clerk - Library	B	05/25/2022	05/27/2022
Kimberly Berry	MNPS	Asst - Food Svc	B	06/03/2022	05/28/2022
Sharon Harris	MNPS	Driver - Bus	B	06/03/2022	05/20/2022
Elcy Shootes	MNPS	Para Pro - Pre K Gen Ed	B	06/21/2022	08/08/2022
William Bowens	MNPS	Para-Pro - Ex Ed	B	06/03/2022	05/28/2022
Pamela Hinton	MNPS	Asst - Enrollment	B	02/14/2022	05/06/2022
Cathy Brown	MNPS	Admin - Records Sch Fin Pay I	B	06/17/2022	07/01/2022
Marilyn Baines	MNPS	Driver - Bus	B	03/14/2022	05/28/2022
Dorothy Joecken	Fire	Fire Inspector 2	B	05/15/2022	07/08/2022
Gary Sneed	Police	Police Officer 2-Fld Training Officer	B	06/13/2022	06/25/2022
Teresa Covington	State Trial Courts	Judicial Asst 2	B	05/20/2022	09/01/2022
Brian Todd	Health	Health Manager 3	B	06/14/2022	09/17/2022
Jo Ann Brown	Water Services	Office Support Spec 2	B	06/09/2022	07/19/2022
William Higgins	General Sessions Court	General Session Judge	B	06/16/2022	09/01/2022
Julia Hooper	Police	Exe Administrator Police/Fire	B	06/14/2022	07/06/2022
Ronda Atwater	Police	Police Officer 2	B	05/27/2022	07/01/2022
Ruslyn Hamm	Police	School Crossing Guard	B	05/11/2022	05/27/2022
Daniel Turner	Police	Police Officer 2	B	05/23/2022	06/16/2022
Cyretha Frazier	Police	Police Officer 2	B	06/07/2022	06/11/2022
Mickey Lee	Sheriff	Corrections Spec 2	B	05/31/2022	06/11/2022
David Imhof	Police	Police Deputy Chief	B	06/06/2022	06/25/2022
Phyllis Hobson	State Trial Courts	Judicial Asst 2	B	06/21/2022	09/01/2022
Leander Dupie III	Police	Police Lieutenant	B	06/08/2022	07/01/2022

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
Cheryl Carney	MNPS	Cashier - Food Svc	B	06/13/2022	08/08/2022
Sherry Van Dine	MNPS	Driver - Bus	B	06/21/2022	04/09/2022
Louie Sanchez	Water Services	Industrial Mechanic 1	B	05/10/2022	06/16/2022
Gregory Lofton *	Police	Police Officer 2	B	06/13/2022	10/01/2014
Arnetta Hamilton *	Criminal Court Clerk	Criminal Ct Clerk	A	06/03/2022	08/01/2022
Susie Wooten *	Juvenile Court	Secretary 1	B	05/31/2022	08/01/2022
Veronica Baker *	MNPS	Worker - Custodial	B	06/16/2022	06/01/2021
Sharon Jones *	Health	Public Health LPN	A	05/27/2022	07/01/2022
Geri Cotton *	MNPS	Tech - Acctg	B	05/10/2022	03/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Tony Bedwell	MNPS	A	05/13/2022
Maco Hall	MNPS	B	06/01/2022
Ronald Pitts	Sheriff	B	06/01/2022
Phillip Vandohlen	Water Services	B	06/01/2022

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Victoria Long	Police	Service With Option	B	06/01/2022	Option D	
Lori Scobey	MNPS	Service Without Option	B	04/30/2022	Normal	
Lillian Machado	Criminal Court Clerk	Early Service With Option	B	05/07/2022	Option D	
Jorge Torres	Public Works	Service With Option	B	04/27/2022	Option D	
Christy Reasonover	Assessor of Property	Service Without Option	B	05/07/2022	Normal	
Ramona Mitchell	Charter	Early Service Without Option	B	04/22/2022	Option D	
Brenda Parks	State Trial Courts	Service With Option	B	04/01/2022	Option E	
Maria Fajardo	General Hospital	Service Without Option	B	04/01/2022	Normal	3
Michael Ragland	Public Works	Service Without Option	B	05/14/2022	Normal	3
Shirley Wolfe	Sheriff	Service Without Option	B	05/20/2022	Normal	
Roy Watson Jr	Fire	Early Service With Option	B	05/13/2022	Option A	
Tammy Meade	District Attorney	Early Service Without Option	B	04/02/2022	Normal	
Jeffrey Cooper	Fire	P&F Service Pen With Option	B	05/16/2022	Option A	
Evans Johnson	Fire	P&F Service Pen With Option	B	05/16/2022	Option B	
Christian Mcgee	State Trial Courts	Service With Option	B	04/08/2022	Option A	3
Norman Robinson	State Trial Courts	Service Without Option	B	04/30/2022	Normal	
Harmon Hunsicker	Police	P&F Service Pen With Option	B	05/14/2022	Option B	
Eric Snyder	Police	P&F Service Pen With Option	B	05/01/2022	Option F	1
Thomas Dinkins	Fire	P&F Service Pen With Option	B	04/28/2022	Option B	
Natalie Lokey	Police	P&F Service Pen Without Option	B	04/26/2022	Normal	1
Chris Taylor	Police	P&F Service Pen With Option	B	06/01/2022	Option B	3
Kory Simmons	Bordeaux Long Term Care	Service With Option	B	05/01/2022	Option B	
Deborah Tullos	General Hospital	Service Without Option	B	06/01/2022	Normal	
Sandra Luther	Police	P&F Service Pen Without Option	B	03/01/2022	Normal	
Sharon Batts	Knowles Home	Service With Option	B	01/01/2022	Option D	
Annette Carpenter	General Hospital	Service With Option	B	06/01/2022	Option B	
Cynthia Featherstone	Bordeaux Long Term Care	Service With Option	B	01/01/2022	Option A	
Georgia Welch	MNPS	Service With Option	B	05/01/2022	Option D	
Michael Douglas	MNPS	Service Without Option	B	06/01/2022	Normal	

Key Codes

Options	Drop Elections	
Normal Form - life annuity, no payments guaranteed	1 - 1 year drop	Option C - Level Social Security option
Option A - Joint and 100% to Survivor	2 - 2 year drop	Option D - Life Income, 120 payments guaranteed
Option B - Joint and 50% to Survivor	3 - 3 year drop	Option E - Joint and 100% to Survivor with popup
		Option F - Joint and 50% to Survivor with popup

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

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Darcy Oglesby	MNPS	Ethel Oglesby	B	06/10/2022
Lisa Whitaker	MNPS	Myron Whitaker	B	05/20/2022
James Underwood	Police	Judith Underwood	B	05/29/2022
James Martin	Public Works	Brenda Martin	A	06/04/2022
Terry Clouse	Water Services	Patty Belew	B	06/06/2022
James Stubblefield	MNPS	Beverly Stubblefield	B	06/02/2022
Walter Irwin	Public Works	Kathy Gilmore	B	06/17/2022
James Moore Jr	Finance	Beverly Moore	B	06/05/2022
Ernest Cantrell Jr	General Sessions Court	Barbara Cantrell	B	06/07/2022

BENEFIT BOARD ITEMS

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

1. Benefit contracts.

Christina Hickey reported to the Board at its June 7, 2022 meeting, the Benefit Board approved a motion for Legal to provide the Board with clarification on what the Board needs to approve with regard to benefit contracts presented to the Board versus what is simply provided to the Board for its information. She stated the Department of Law has provided the information and a Purchasing Agent is also in attendance to address general questions that the Board may have about the procurement process.

Michelle Hernandez-Lane, Purchasing, was present for any questions.

There was some discussion of the action taken at the June meeting and if it needs to be revisited.

It was noted that as of the last meeting the contract had not been executed and the Board did approve both of those and does not need to be voted on again.

2. Group disability benefits request for proposal, (RFP).

Christina Hickey reported to the Board the Purchasing Department has recently concluded the procurement process for Metro's Group Disability Benefits administration services. She stated representatives from the Purchasing Department are present to give an overview of this process and award for the Board's review barring any protests that may be initiated between the writing of the staff report and the date of the Board meeting.

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

After some discussion of the scoring, B.R. Hall moved for approval of the award to MetLife. Jonathan Puckett seconded, and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Tennessee Code Annotated, (TCA), Section 7-51-201.

Items 3.-a. through 3.-c. were for information only.

Christina Hickey made note of item 3.-c.

4. Reports for your information:
 - a. Social Security approvals.
 - b. Repayment of pension contributions.
 - c. Denial log from Davies.
 - d. Benefit Board expense reports.

Items 4.-a. through 4.-d. were for information only.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:15 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board