

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

August 5, 2022

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 5, 2022, in the Metropolitan Nashville Public Schools Board Room, Nashville, Tennessee, at approximately 9:33 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., Jeremy Moseley, and Jonathan Puckett.

Member Shannon B. Hall was 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 July 5, 2022. With no corrections, nothing further was noted, and B.R. Hall moved for approval. Tom Curtis 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.

Chair Edna Jones made note of some additional medical information for item 8.

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 and 2, for the length of time as recommended. Jonathan Puckett moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended. Tom Curtis 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 3 through 5 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 5 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 6 he was originally requesting a deferral, however, he is now recommending approval for continuing the disability pension for the length of time as recommended. Jeremy Moseley moved for approval of the recommendation to continue the disability 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 recommends approval of return to work if the department can accommodate the restrictions.

Harold Finch noted that a representative from the department was on their way and this item was moved to the end of this section.

On item 8, the disability pensioner and their attorney, Michael Williamson, were present.

Dr. Kenton Dodd reported to the Board that on item 8 he recommends approval of return to work. He stated that the additional medical information received is related to an upcoming procedure and is seeking guidance regarding the return to work.

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

Sue Bibb, Police Department, was present.

Michael Williamson, attorney, stated that they are seeking a deferment based on the upcoming procedure.

Dr. Kenton Dodd discussed the current status of impairment, being returned to work based on the current status and the new position that would be offered. He also noted that he does not see a risk to her health or other employees if she does choose to accept any of the positions offered.

There was some discussion regarding deferring this item.

Michael Williamson, attorney, addressed the Board regarding other testing he is trying to schedule for her and her application for Social Security disability.

B.R. Hall moved to defer item 8. Jonathan Puckett seconded.

There was some discussion regarding the recovery time for carpal tunnel surgery.

There was clarification that the length of time for the deferral will be until October.

Claire Cobb informed the Board that neuropsychological evaluations are hard to get scheduled and the Board may want to take that into consideration.

There was some discussion regarding deferring this item again, the additional testing, the disabling condition any cognitive impairment and the new position being a sedentary position.

A vote was taken on the motion to defer item 8 and failed with B.R. Hall, Jonathan Puckett and Jeremy Moseley in favor and Christine Bradley, Edna Jones, Tom Curtis, Harold Finch, Kelly Flannery, and Stephanie Bailey opposed.

Tom Curtis moved for approval of the recommendation of return to work on item 8. Christine Bradley seconded.

Michael Williamson, attorney, reviewed her medical conditions, medications being taken and some physicians statements with the Board.

A vote was taken on the motion for approval of return to work on item 8 and the Board approved with Jonathan Puckett and Jeremy Moseley opposed.

The Board resumed discussion on item 7.

Dr. Kenton Dodd reported to the Board that on item 7 he recommends approval of return to work if the department can accommodate the restrictions.

David Hines, Metropolitan Nashville Public Schools, (MNPS), stated they can not accommodate the restrictions.

Dr. Kenton Dodd stated the restrictions will remain in terms of their functional ability and he would recommend review in 2 years.

After some discussion of the restrictions, the job description and continuing the disability pension for a shorter length of time, B.R. Hall moved for approval of continuing the disability pension on item 7 for one year. Harold Finch seconded, and the Board approved with Kelly Flannery opposed.

Dr. Kenton Dodd reported to the Board that on item 9 he recommends approval of return to work with a salary supplement.

Sue Bibb, Police Department, stated they can return the individual to work.

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

Jonathan Puckett moved for approval of the recommendation of return to work on item 9. Jeremy Moseley seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Brian Ward	Metro Action Commission	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (August 2023), with re-exam at that time.
2.	John B. Young	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (April 2023), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Kimberly L. Chandler	Criminal Court Clerk	Medical	As moved, seconded, and approved, this disability pension was continued for fifteen months, (November 2023), with re-exam at that time.
4.	Regina L. Lewis	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
5.	Trenity T. Turner	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for four months, (December 2022), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	David R. Farris, II	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (August 2023), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Wurya A. Shwani	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (August 2023), with re-exam at that time.

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

RETURN TO WORK: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Paula C. Barnes	Police	Medical	As moved, seconded, and approved, this individual was returned to work.

REQUEST TO RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Bryan S. Toney	Police	Medical	As moved, seconded, and approved, this return to work request was approved with a salary supplement.

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

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Grant, Raeffel A., Sr.	Water	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines, Listing 12.04
2	Stupka, Casey D.	Police	Pension Approval	Yes	Yes	Evaluation

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. Jonathan Puckett seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Denise Hannah *	MNPS	Manager - Food Service li	B	06/29/2022	01/01/2022
Kenton Oliver	Public Library	Library Services Dir	B	06/30/2022	07/23/2022
James Pitts	General Sessions Court	Judicial Asst 2	B	07/01/2022	09/01/2022
Carla Jenks	Health	Public Health Nurse 1	B	06/27/2022	10/06/2022
Randy Haggard	Water Services	Industrial Maintenance Supervisor 1	B	07/18/2022	09/10/2022
Marc Nelson	General Sessions Court	Judicial Asst 2	B	07/18/2022	09/01/2022
Elcie Saint Victor	MNPS	Asst - Food Svc	B	07/13/2022	08/08/2022
Melodye Miles	MNPS	Supervisor - Transportation Reg Ed	B	06/06/2022	07/19/2022
Pamela McClain	MNPS	Admin - Records Sch Fin Pay I	B	06/29/2022	07/02/2022
Edythe Phillips	MNPS	Secretary-Clerk	B	07/14/2022	08/08/2022
Sherri Von Rotz	MNPS	Admin - Records Sch Fin Pay I	B	06/15/2022	07/01/2022
Gregg Jennings	Police	Police Officer 2	B	07/07/2022	08/16/2022
Sara Jinnette	Water Services	Application Tech 2	B	07/05/2022	07/09/2022
Barbara Walker	Water Services	Application Tech 2	B	07/21/2022	09/01/2022
Mary Forsythe	Metro Action Commission	Bus Driver	B	06/15/2022	07/30/2022
Robert Medley	Election Commission	Machine Tech	B	06/29/2022	09/01/2022
Keith True	Sheriff	Sheriff Prisoner Processor 1	B	07/20/2022	07/16/2022

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
Allen Hanback	Fire	Fire Captain	B	07/15/2022	08/12/2022
Thomas Haynes	Fire	Fire Fighter/Paramedic	B	07/11/2022	11/01/2022
Chris West	Police	Police Sergeant	B	06/28/2022	08/01/2022
Clarence Thompson	Police	Police Officer 2	B	06/28/2022	08/16/2022
James Cardwell Jr	Police	Police Lieutenant	B	07/13/2022	08/19/2022
Michael Mondelli	General Sessions Court	General Session Judge	B	07/08/2022	09/01/2022
Rebecca Marshall	NDOT	Technical Specialist 2	B	07/15/2022	07/16/2022
Darryl Johnson	General Services	Equip Mechanic	B	07/14/2022	08/05/2022
Austin Bodie	Sheriff	Facility Admin-Dcso	B	07/14/2022	08/06/2022
Amy Robinson *	Juvenile Court	Office Support Rep 3	B	07/01/2022	04/01/2020
Gregory Adams *	Police	Police Officer 2	B	06/29/2022	09/01/2022

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Mark Johnson	Public Library	B	07/01/2022
Vickie Vaughn	General Hospital	B	07/01/2022
Najeeb Sayfaddin	MNPS	B	06/01/2022
Thomas Rediker III	Public Works	B	07/01/2022
James Pearce	Police	B	07/01/2022
Deborah Parker	MNPS	B	03/01/2021
Deborah Stanfill	MNPS	A	07/01/2022
Allen McQueen	Parks	B	10/01/2021

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Sharon Jones	Health	Service With Option	A	07/01/2022	Option E	
Mary Thomas	MNPS	Service With Option	B	06/03/2022	Option D	
Jennie Cannon	MNPS	Service Without Option	B	05/28/2022	Normal	
Denise Ward	MNPS	Service Without Option	B	05/27/2022	Normal	
Denise Ward	MNPS	Service Without Option	B	05/27/2022	Normal	
Mildred Cantrell	MNPS	Service With Option	B	05/27/2022	Option A	
Helen Smith	MNPS	Service Without Option	B	05/27/2022	Normal	
Carolyn Morrison	MNPS	Service With Option	B	06/01/2022	Option D	
Samuel Elliott	MNPS	Early Service Without Option	B	04/26/2022	Normal	
Kathleen Mcgee	MNPS	Service With Option	B	05/27/2022	Option E	
Kimberly Berry	MNPS	Early Service Without Option	B	05/28/2022	Normal	
Maureen Marrs	MNPS	Service With Option	B	05/27/2022	Option F	2
Susan Pregel	MNPS	Service Without Option	B	05/28/2022	Normal	
Kathy Barney	MNPS	Service Without Option	B	05/28/2022	Normal	2
Sharon Harris	MNPS	Early Service Without Option	B	05/18/2022	Normal	
Alda Maestas	MNPS	Service With Option	B	05/27/2022	Option E	
Sheila Featherston	MNPS	Service Without Option	B	05/27/2022	Normal	2
Melanie Yant	MNPS	Early Service With Option	B	05/27/2022	Option A	
Judy Jamison	MNPS	Service With Option	B	06/01/2022	Option E	
Melody Strait	MNPS	Service With Option	B	05/27/2022	Option E	
Pamela Hinton	MNPS	Service With Option	B	04/23/2022	Option A	
Lucy Skaggs	MNPS	Service Without Option	B	05/31/2022	Normal	
Jayne Johnson	MNPS	Service With Option	B	05/27/2022	Option A	
Erick Williams	MNPS	Service With Option	B	05/27/2022	Option E	
Eric Knight	Police	Early Service Without Option	B	07/01/2022	Normal	
James Millican Jr	Water Services	Early Service With Option	B	06/04/2022	Option F	
Marilyn Baines	MNPS	Survivor Option From Service	B	06/01/2022	Normal	
Tammy Collins	MNPS	Service With Option	B	04/20/2022	Option E	
Linnea Schaible	MNPS	Service With Option	B	05/28/2022	Option E	

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
Deborah Schmidt	MNPS	Early Service Without Option	B	05/07/2022	Normal	
Pamela Ishie	Assessor of Property	Service Without Option	B	06/11/2022	Normal	
Gary Sneed	Police	P&F Service Pen With Option	B	06/25/2022	Option E	
Michelle Lampkin	MNPS	Service With Option	B	06/01/2022	Option D	3
Patricia Parrish	Water Services	Early Service With Option	B	06/04/2022	Option B	
Harold Covington	Public Works	Service With Option	B	06/25/2022	Option A	1
Ronald Rogers	Fire	P&F Service Pen With Option	B	06/21/2022	Option E	3
Jeffrey Moore	Fire	P&F Service Pen With Option	B	05/31/2022	Option E	
William Graves Jr	State Trial Courts	Service With Option	B	06/01/2022	Option A	
John Metilor	Sheriff	Service With Option	B	05/28/2022	Option D	
Billy Phillips	Mayor's Office	Service With Option	B	05/03/2022	Normal	
Doris Cal	Metropolitan Council	Service With Option	B	06/11/2022	Option A	
David Kingsbury	Fire	P&F Service Pen With Option	B	05/21/2022	Option A	1
Daniel Turner	Police	P&F Service Pen With Option	B	06/16/2022	Option A	3
Robert Doak	Police	P&F Service Pen With Option	B	05/28/2022	Option E	
Cyretha Frazier	Police	Early Service With Option	B	06/11/2022	Option D	
Mickey Lee	Sheriff	Service With Option	B	06/11/2022	Option A	3
David Imhof	Police	P&F Service Pen Without Option	B	06/25/2022	Normal	3
Wilma Buchanan	District Attorney	Service With Option	B	06/01/2022	Option E	
Leander Dupie Iii	Police	P&F Service Pen With Option	B	06/30/2022	Option A	3
Aundria Majors	MNPS	Service With Option	B	05/28/2022	Option D	
Linda Resha	Fire	P&F Service Pen Without Option	B	04/30/2022	Normal	
Louie Sanchez	Water Services	Service With Option	B	06/17/2022	Normal	
Ricky Laymance	Police	Service With Option	B	01/01/2022	Option E	
Gregory Lofton	Police	P&F Service Pen With Option	B	01/01/2022	Option E	
Jerry Hewitt	MNPS	Service With Option	B	06/01/2022	Option A	
Carlos Holt	Internal Audit	Service With Option	B	07/01/2022	Option D	
Veronica Baker	MNPS	Service With Option	B	01/01/2022	Option D	
Geri Cotton	MNPS	Service Without Option	B	01/01/2022	Normal	
Joy Sapp	Codes Administration	Service Without Option	B	07/01/2022	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 – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Robert Bratcher	Fire	Sherry Bratcher	A	06/19/2022
Garey Lyons	Water Services	Patrice Lyons	B	07/05/2022
Jo Ann Ferguson	MNPS	Charles Ferguson	B	06/20/2022
Stephen Nunn	Public Works	Paula Nunn	B	07/11/2022
Louis Pearson	Police	Genelle Pearson	B	07/06/2022
William Smith Jr	Police	Marie Smith	B	07/09/2022
Harry Dugan	Health	Carol Dugan	B	07/02/2022
Robert Edwards	Fire	Diane Edwards	B	07/19/2022
William Earls	Fire	Evelyn Earls	B	06/25/2022
William Chrisman	Sheriff	Brandon Chrisman	B	06/23/2022

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
Luis Bustillos	General Sessions Court	Elaine Bustillos	B	07/09/2022
Elizabeth Huang	Public Library	Cliff Huang	B	07/17/2022
Phillip Sutton	Police	Jan Sutton	B	06/18/2022

BENEFIT BOARD ITEMS

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

1. Case Management Services Request for Proposal (RFP).

Christina Hickey reported to the Board that the Purchasing Department has recently concluded the procurement process for Metro's Case Management services. She stated representatives from the Purchasing Department will present an overview of this process and award for the Board's review.

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

Tom Curtis moved for approval of the award to Eckman/Freeman & Associates. Christine Bradley seconded, and the Board approved without objection.

2. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. COVID-19 testing cost share waiver.
- d. Retiree correspondence.
- e. Resolution: RS2022-1646.

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

Christina Hickey made note of items 2.-c., 2.-d, and 2.-e.

Additional information was requested related to item 2.-e. for discussion at the next Study Session.

3. Reports for your information:

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

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

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:43 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board