

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 4, 2022

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 4, 2022 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, *Kelly Flannery, Gilbert Gonzales, B.R. Hall, Sr., Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Courtney Mohan, 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 September 6, 2022, and the Special Called meeting held on September 20, 2022. With no corrections, 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 and 3, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 and 3 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 2 as a medical disability pension for the length of time as recommended. He stated that the medical information does not support the current injury on duty claim. 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.

After some discussion of the individual's eligibility for retirement and meeting the rule of 75, a vote was taken on the motion to approve the disability pension new request item 2 as medical for the length of time as recommended and the Board approved without objection.

*Denotes the arrival of Kelly Flannery.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 4 through 9 for the length of time as recommended.

There was some discussion regarding the reexam dates on items 4 and 6 and any possibility of them returning to work.

**Denotes the arrival of G. Thomas Curtis.

Charles Boddie, Nashville Department of Transportation, (NDOT), was present for item 6. He stated that it would be very difficult to accommodate him.

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

Byron Grizzle, Sheriff’s Office, was present for item 4 and stated that they can not accommodate and an attempt to return to work would be a fail for both.

There was some discussion of the Board’s ability to review disability pensioners at any time, policies in place, and the questionnaires.

After some discussion of changing the re-exam dates on items 4 and 6 from none to 6 and 10 years, Jeremy Moseley moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 9 for the length of time as recommended. Kelly Flannery seconded, and the Board approved with B.R. Hall opposed.

Dr. Kenton Dodd reported to the Board that on items 10 through 12, he requests a deferral for the length of time as recommended. Shannon Hall moved for approval of the request to defer items 10 through 12 for the length of time as recommended. seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 13 he recommends approval of return to work.

The employee was present.

Amber Tyus, Metropolitan Nashville Public Schools, (MNPS), was present and stated they can return her to work.

Tom Curtis moved for approval of the recommendation of return to work. Harold Finch seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Stephen M. Crocker	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one year, (October 2023), with re-exam at that time.
2.	Richard S. Ford	Police	Medical	As moved, seconded, and approved, this disability pension request was approved as medical for six months, (April 2023), with re-exam at that time.
3.	Lannie D. Hargrove	Water	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one year, (October 2023), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
4.	Christopher D. Allgood	Sheriff	Medical	As moved, seconded, and approved, this disability pension was continued for six years, (October 2028), with 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
5.	Tiffany A. Coleman	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two months, (December 2022), with re-exam at that time.
6.	Eric C. Morgan	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for ten years, (October 2032), with re-exam at that time.
7.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded, and approved, this disability pension was continued for twenty-six months, (December 2024), with re-exam at that time.
8.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (October 2024), with re-exam at that time.
9.	Hugh L. Watson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (April 2023), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Debra A. Benson	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (December 2022), with re-exam at that time.
11.	Eva R. Franklin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (December 2022), with re-exam at that time.
12.	Thomas F. Hartigan	Water	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for three months, (January 2023), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Pamela D. Smathers	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this individual was returned to work.

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. Tom Curtis seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME Recommendation	Comments
1	Lawrence, Keisha L.	Fire	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
2	Peters, Erika S.	State Trial Courts	Pension Approval	Yes	Yes	Evaluation, May Meet SSA Guidelines
3	Taylor, Jason R.	NDOT	Pension Approval	Yes	Yes	Meets SSA Guidelines Listing 11.04A

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
Charles Freeman Jr *	Police	Police Officer 2	B	08/26/2022	10/01/2022
Candy Finch	Circuit Court Satellite	Satellite position	B	09/22/2022	11/01/2022
Timothy Clark	Water Services	Utility Technical Specialist	B	08/19/2022	01/27/2023
Bryan Crutchfield	Parks	Park Police 2	B	08/23/2022	09/01/2022
Howard Morris	Public Works	Compliance Inspector 2	B	08/25/2022	10/20/2022
Miriam Barrett	Public Library	Librarian 1	B	08/26/2022	10/01/2022
Richard Woodroof Jr	Water Services	Engineer 2	B	08/31/2022	09/23/2022
Charles Linville IV	Police	Police Officer 2	B	09/19/2022	10/01/2022
Katherine Ladd	Juvenile Court	Admin Svcs Officer 2	B	09/15/2022	10/01/2022
James Hickman III	Police	Police Sergeant	B	09/02/2022	10/08/2022
Reginald Holsey	Fire	Fire Captain	B	09/14/2022	09/17/2022
Bob Denham	Water Services	Utility Compliance Inp 2	B	09/12/2022	12/01/2022
Michelle Ray	Sheriff	Div Mgr-Sheriff	B	09/08/2022	10/15/2022
Donald Carman	Police	Admin Svcs Mgr	B	09/07/2022	10/01/2022
Wilburene Lester	Health	Dpty Dir Health	B	09/01/2022	10/01/2022
William Murphy	Water Services	Customer Service Field Rep Sen	B	09/06/2022	10/01/2022
Paul Hargis	Sheriff	Sheriff Booking Supervisor	B	09/02/2022	10/01/2022
Evante Hall	Fire	Fire Inspector 2	B	09/02/2022	10/06/2022
Joseph Bruggeman Jr	Parks	Skilled Craft Worker	B	09/02/2022	09/30/2022
James Thomas	Fire	Fire Fighter 2	B	09/02/2022	10/01/2022
Karen Riley	Parks	Concessions Clerk	B	08/28/2022	10/21/2022
Patricia Griggs *	Election Commission	Election Deputy 2	B	09/09/2022	05/01/2022
Cynthia Riley *	General Hospital	Registered Nurse	B	09/08/2022	09/01/2022
Deborah Lenoir *	Police	Police Operations Supv	B	09/06/2022	10/01/2022
Scott McGonigle *	Police	Police Officer 2	B	09/02/2022	07/01/2022
Helen Encena *	General Hospital	Infectious Disease Coordinator	B	08/30/2022	10/01/2022
Terrence Bailey *	Sheriff	Correctional Officer 2	B	09/21/2022	04/01/2020
Willie Roland *	Knowles Home	Group Care Worker	B	08/15/2022	10/01/2022
Loletha Grier *	Knowles Home	Group Care Worker- Certified	B	08/05/2022	10/01/2022
Annette McGee *	Bordeaux Long Term Care	Nursing Asst -Certified 1	B	08/29/2022	09/01/2022

* Deferred Benefit

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Victoria White	Parks	B	03/01/2022
Shelle Braden	Fire	B	10/01/2021
Rhonda Sims	Knowles Home	B	09/01/2022
Lori Mcalister	Fire	B	09/01/2022
Jacqueline Helton	Emergency Communication Center	B	09/01/2022

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Ovalla Jobe	MNPS	Service Without Option	B	06/01/2022	Normal	
James Hicks Jr	Parks	Service With Option	B	07/31/2022	Option A	1
Austin Bodie	Sheriff	Service With Option	B	08/06/2022	Option F	
Allison Devault	Parks	Early Service Without Option	B	08/06/2022	Normal	
Alisa Franklin	Emergency Communication Center	P&F Service Pen Without Option	B	08/04/2022	Normal	3
Darryl Johnson	General Services	Early Service With Option	B	08/06/2022	Option F	
Melodye Miles	MNPS	Service With Option	B	07/16/2022	Option F	2
Clarence Thompson	Police	P&F Service Pen With Option	B	08/16/2022	Option B	3
Shirley Lanier	MNPS	Service Without Option	B	05/28/2022	Normal	
Jo Ann Brown	Water Services	Service Without Option	B	07/19/2022	Normal	2
Michael Mondelli	General Sessions Court	Service With Option	B	09/01/2022	Option A	
Edythe Phillips	MNPS	Early Service Without Option	B	08/08/2022	Normal	
Sandra Ford	Circuit Court Clerk	Early Service Without Option	B	08/20/2022	Normal	
James Cardwell Jr	Police	P&F Service Pen With Option	B	08/20/2022	Option B	3
James Merritt	Parks	Service With Option	B	08/19/2022	Option A	
Joyce Searcy	General Sessions Court	Service Without Option	B	08/20/2022	Normal	3
Gregg Jennings	Police	Early Service With Option	B	08/16/2022	Option F	
Cathy Brown	MNPS	Early Service Without Option	B	08/09/2022	Normal	
Sherry Van Dine	MNPS	Service Without Option	B	04/09/2022	Normal	
Julie Barbour	MNPS	Service With Option	B	08/08/2022	Option F	
Cheryl Carney	MNPS	Service With Option	B	08/08/2022	Option E	
Patrick McLaughlin	Police	P&F Service Pen With Option	B	08/16/2022	Option E	
Allen Hanback	Fire	P&F Service Pen With Option	B	08/12/2022	Option E	3
Jessica Vanoy	Police	Service Without Option	B	08/08/2022	Normal	
Elcy Shootes	MNPS	Service Without Option	B	08/08/2022	Normal	
Carla Vining	General Hospital	Early Service With Option	B	07/02/2022	Option F	
Gregory Adams	Police	Service With Option	B	09/01/2022	Option E	
Tanya Dunigan	Sheriff	P&F Service Pen With Option	B	04/01/2022	Option D	
Arnetta Hamilton	Criminal Court Clerk	Service Without Option	A	08/01/2022	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
John Anderson	Police	Gavin Buell	B	07/05/2019
Dick Hitch	Water	Judith Hitch	A	09/18/2022
Wayne Archibald	Water	Barbara Archibald	B	08/18/2022

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

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Jeffery Blum	Sheriff	Diane Blum	B	09/13/2022
Robert Russell	Police	Janet Russell	B	09/09/2022
Edward Lauder milk	Police	Thu Thi Pam	B	08/29/2022
Paul Lamb	Fire	Patricia Coffey	C	07/27/2022
Edward Hawkins	Water Services	Peggy Hawkins	B	09/03/2022
Ricky Laymance	Police	Kaye Laymance	B	09/01/2022

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 Stephanie Bailey acknowledging her dedication and service to the Employee Benefit Board.

2. In Line of Duty, (IOD), Committee report.

Christina Hickey reported to the Board that the In Line of Duty Committee met on August 10, 2022 to deliberate on 10 IOD medical care requests. She stated the Board reviewed the Committee's actions at the September 6th Board meeting and item #3 was deferred until the October Board meeting per a request from the attorney representing the appellant pending additional information. Ms. Hickey stated that on item 3, the IOD medical care request for the employee from the Police Department, the Committee recommended to uphold the denial of this claim.

Committee Chair Harold Finch opened the floor to discussion regarding the claim.

The employee and his attorney, Jack Byrd were present. Jack Byrd addressed the Board regarding the claim.

Kimberly Jordan and Vickie Hampton, Davies, were present.

Kimberly Jordan reviewed the claim with the Board. She stated this is on a right knee injury where the employee reported getting out of his patrol car, hearing a pop, taking a few steps, and feeling pain. She stated he was initially seen at Summit emergency room and the claim was denied as being idiopathic in nature because there was nothing he slipped, tripped, or fell over. She also stated that there was no specific injury that occurred within the scope of his employment.

There was some discussion regarding his job duties as a patrol officer and similar past cases.

Edna Jones moved to uphold the denial of the claim. Shannon Hall seconded, and the motion failed with Christine Bradley, Harold Finch, Shannon Hall and Edna Jones in favor and Jeremy Moseley, Jonathan Puckett, B.R. Hall, Kelly Flannery, Gilbert Gonzales, and Tom Curtis opposed.

Jeremy Moseley moved to overturn the denial of the claim. B.R. Hall seconded, and the Board approved with Harold Finch, Shannon Hall, Edna Jones, and Christine Bradley opposed.

3. Voya Metro-Max pre-enrollment notification option.

Christina Hickey reported to the Board at the September Study Session, in an effort promote plan participation and ongoing contributions to the Plan, Voya presented information on Metro electing to have eligible active non-participating employees "pre-enrolled" in MetroMax, contributing at \$0.00. She stated that pre-enrollment notification would be sent to the eligible active non-participating employee addresses of record, along with auto-generated enrollment confirmation from Voya reflecting a \$0.00 contribution rate. She stated this notification encourages employees to review plan features and register online when he/she would like to begin contributing.

3. Voya Metro-Max pre-enrollment notification option.

Ms. Hickey stated that all eligible active non-participating employees would be eligible if the Board approves, and an effective date will need to be established.

After some discussion of who will be sending out the notifications and an effective date to be determined, Jeremy Moseley moved for approval of the pre-enrollment notifications. Jonathan Puckett seconded, and the Board approved without objection.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna pharmacy clinical update.

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

5. Reports for your information:

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

Items 5.-a. through 5.-c. were for information only.

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:20 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board