

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 6, 2022

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 6, 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 November 1, 2022. With no corrections, nothing further was noted, and Christine Bradley 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.

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 5, 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 5 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 6 through 9 for the length of time as recommended. Jeremy Moseley moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 9 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 items 10 through 13, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 10 through 13 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 14 he recommends approval of return to work.

Aaron Shelton, Parks, was present. He stated that due to the restrictions, they can not return the individual to work.

After some discussion of the individual's education level, other positions, vocational case management, and a review time, Shannon Hall moved for approval of continuing the disability pension for three months. Jeremy Moseley seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 15 his initial recommendation was approval of return to work. He stated that they have received medical information in regards to another procedure and he now recommends continuing the disability pension for five months. Shannon Hall moved for approval of the recommendation to continue the disability pension for five months. Jonathan Puckett seconded, and the Board approved without objection.

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

*Denotes Tom Curtis leaving the meeting.

On item 16 there was some discussion regarding the hiring standards and the departments position on this request.

Dr. Kenton Dodd reported to the Board that on item 16 he recommends denial of the request to return to work as the department is not accepting monocular vision.

Seth Waltenbaugh, Police Department, was present. He stated that they did replace certain standards and as part of that there was not a lot of discussion of change in the Civil Service Policy that relates to color vision, depth perception and those type of things.

Christine Bradley moved for approval of the recommendation to deny the request to return to work. Shannon Hall seconded, and the Board approved with Gilbert Gonzales, Jeremy Moseley, Jonathan Puckett, and B.R. Hall opposed.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Terry W. Bracey	Sheriff	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (June 2023), with re-exam at that time.
2.	Joshua T. Jent	Sheriff	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (July 2023), with re-exam at that time.
3.	Michael W. Mundy	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with case management services for two months, (February 2023), with re-exam at that time.
4.	Brandon L. O'Kelley	Sheriff	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for three months, (March 2023), with re-exam at that time.
5.	Evella R. Richardson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (July 2023), with re-exam at that time.

REEXAMINATIONS:

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

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Brent E. Hoadley	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
8.	Brian A. Jackson	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (December 2023), with re-exam at that time.
9.	Scott T. Nichols	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (December 2024), with re-exam at that time.

REEXAMINATIONS - DEFER:

10.	Bahia S. Ismaeel	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (January 2023), with re-exam at that time.
11.	Tabitha K. Peach	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (January 2023), with re-exam at that time.
12.	Adnan Y. Salam	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (January 2023), with re-exam at that time.
13.	Trenity T. Turner	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (January 2023), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
.14.	Ashley R. Brown	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for three months, (March 2023), with review at that time.
15.	Tiffany M. Coleman	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for five months, (May 2023), with review at that time.

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

REQUEST - RETURN TO WORK:

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

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.

Item	Name	Department	Origin of Review	CM CSME		Comments
				Referral	Recommendation	
1	Group, Robert A.	MNPS	Pension Approval	Yes	Yes	May Meet Medical-Vocational Guidelines
2	Johnson, Veronique J.	MNPS	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines
3	Richardson, Evella R.	MNPS	Expedited Review, Pending Likely Pension Approval	No	No	Does Not Meet SSA Durational Requirements
4	Walker, Jeffrey M.	Water	Pension Approval	Yes	Yes	Evaluation

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
Cynthia Lewis *	Water Services	Office Support Rep 2	B	10/24/2022	04/01/2019
Carolyn Stewart	Election Commission	Office Support Rep	B	10/26/2022	11/19/2022
Edward Mueller Jr	MNPS	MGR - GENERAL MAINTENANCE	B	11/15/2022	01/04/2023
Mary Murphy	MNPS	ASST - ADMIN	B	10/27/2022	12/16/2022
Keith Jordan	Parks	Maintenance & Repair Worker Se	B	10/21/2022	10/18/2022
Janice Dicke	Sheriff	DCSO Releasing Officer	B	11/09/2022	01/01/2023
Christopher Steele	Police	Police Sergeant	B	11/01/2022	11/19/2022
Steven Trotter	Public Works	Maint & Repair Supv	B	10/17/2022	12/07/2022
Frank Archey	Public Works	Equipment Operator Senior	B	10/07/2022	11/08/2022
Clifford Bates	General Hospital	Metro Hospital Auth Employee	B	10/27/2022	12/01/2022
Lionel Farley	Sheriff	Correctional Officer Sergeant	B	10/26/2022	10/29/2022
William Sellers	Metro Action Commission	Custodian	A	11/18/2022	12/01/2022
Karen Soleye	Parks	Program Coord	B	11/09/2022	01/01/2023
James Word	Water Services	Utility Maintenance Spec 2	B	11/02/2022	03/04/2023
James Kelley	Water Services	Technical Specialist 1	B	10/21/2022	01/06/2023
Donald Stacey	Sheriff	DCSO Prop Claims Coordinator	B	10/11/2022	12/03/2022
Genea Cripps	Trustee	Information Sys Oper Anal 2	B	11/10/2022	01/05/2023

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
Frank Middleton Jr	Fire	Fire Fighter 2	B	11/17/2022	12/27/2022
Richard Carney	Fire	Paramedic	B	11/02/2022	12/01/2022
Michael Doss	Fire	Paramedic	B	11/14/2022	12/15/2022
Michael Robinson	Police	Police Officer 2	B	10/20/2022	01/01/2023
James Smith Jr	Police	Police Sergeant	B	11/15/2022	12/23/2022
Marjorie Haworth	Police	Police Sergeant	B	11/18/2022	12/31/2022
Edith Walker	Fire	Fire Asst Chief	B	10/25/2022	10/31/2022
Cheryl Kenderdine	Police	Finance Admin	B	11/18/2022	12/19/2022
Beverly Norris *	Metro Action Commission	Teachers Asst - MAC	B	10/24/2022	12/01/2022
James Gray *	MNPS	CUSTODIAN - SR	B	11/03/2022	11/01/2022
Derrick Hutchinson *	Police	Police Officer 2	B	10/17/2022	07/01/2021
Linda Oswald *	MNPS	DRIVER - BUS	B	10/17/2022	11/01/2022
Laurie Fleming *	Police	Police Identification Spec 2	B	11/09/2022	01/01/2023
Curt Garrigan *	Parks	Parks & Recreation Asst Dir	B	10/27/2022	12/01/2022
Lawanda Smith *	Public Library	Library Page	B	10/22/2022	12/01/2022
Robert Hoover III *	MNPS	SUPV - CAMPUS	B	10/17/2022	09/01/2022

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Terry Clement	MNPS	B	10/01/2022
Stephen Beck	Police	B	10/01/2022
Joanne Hilliard	Health	B	07/01/2022
Mark Harris	Fire	A	09/01/2022
Sharon Gudan	Water Services	B	10/01/2022
William Shaw Jr	Sheriff	B	11/01/2022
Kenneth Bush	Criminal Court Clerk	B	11/01/2022
David Littrell	Unknown	A	09/01/2022
Jeffrey Rueger	Finance	B	10/01/2022
Lisa Fink	Fire	B	09/01/2022
Ronald Cassell	MNPS	B	10/01/2022

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Helen Encena	General Hospital	Service With Option	B	10/01/2022	Option B	
Joseph Werner	State Trial Courts	Early Service With Option	B	10/01/2022	Option A	
Howard Morris	Public Works	Service With Option	B	10/15/2022	Option D	
Donald Carman	Police	Service With Option	B	09/10/2022	Option A	
Katherine Cantrell	MNPS	Early Service Without Option	B	05/28/2022	Normal	
Janice Moore	MNPS	Service Without Option	B	09/17/2022	Normal	3
Glenn Calbert	MNPS	Early Service With Option	A	09/30/2022	Option A	
Mary Tanner	Public Library	Early Service Without Option	B	10/01/2022	Normal	
Wanda Robertson	Sheriff	Early Service Without Option	B	10/06/2022	Normal	
Rosalind Pinchon	MNPS	Service Without Option	B	05/21/2022	Normal	3
Brian Todd	Health	Service With Option	B	09/28/2022	Option E	
Kathy Stevens-Boone	Health	Service With Option	B	09/29/2022	Option F	
Sidney Hinkle	Codes Administration	Service With Option	B	07/12/2022	Option B	
Bryan Crutchfield	Parks	Service With Option	B	09/28/2022	Option E	3
Jamey Taylor	Sheriff	Service Without Option	B	10/05/2022	Normal	1
Thomas Haynes	Fire	P&F Service Pen With Option	B	09/29/2022	Option E	
Ronald Smith	Fire	P&F Service Pen With Option	B	09/30/2022	Option E	3
James Hickman Iii	Police	P&F Service Pen With Option	B	10/08/2022	Option E	3
Charles Linville Iv	Police	P&F Service Pen With Option	B	10/01/2022	Option E	3
Michelle Ray	Sheriff	Service Without Option	B	10/15/2022	Normal	
Wilburene Lester	Health	Service With Option	B	10/12/2022	Option A	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Derrick Hutchinson	Police	P&F Service Pen Without Option	B	01/01/2022	Normal	
John Overstreet	Fire	P&F Service Pen With Option	B	11/01/2022	Option A	
Amy Robinson	Juvenile Court	Service With Option	B	01/01/2022	Option A	
Kimberly Paulus	Bordeaux Long Term Care	Service With Option	B	11/01/2022	Option F	
Victor Waller	Bordeaux Long Term Care	Survivor Option From Service	B	11/01/2022		
Richard Rooker	Circuit Court Satellite	Service With Option	B	06/01/2022	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
Michael Thomas Jr	Parks	Lei Lani Thomas	B	11/07/2022
Fred Thomas	Administrative	Juanita Rucker	B	10/22/2022
Larry Reed	Fire	Sharon Reed	B	10/24/2022
William Spain	Public Works	Sandra Spain	B	11/10/2022
Robbie Chandler	Assessor of Property	Glenn Chandler	B	11/09/2022
Tony Walker	Water Services	Teresa Walker	B	10/23/2022
Charles Foster	Water Services	Linda Foster	B	11/11/2022
Paul Franklin	Fire	Betty Franklin	B	11/04/2022
Allen Rogers	Fire	Carolyn Rogers	B	10/21/2022
John Rogers	Fire	Glenda Rogers	A	11/23/2022

BENEFIT BOARD ITEMS

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

1. Appeal of dependent's insurance dental coverage.

Christina Hickey reported to the Board that Metro Pensioner James Laster retired effective January 30, 2022 from the Police Department. At the time of retirement, Mr. Laster returned his signed election form (attached) to participate in the medical, dental, and vision plans and listed his children as his dependents and did not list any other dependents. It is not uncommon for pensioners to remove a dependent at the time of pension. The pension staff reached out to Mr. Laster on December 30, 2021 to offer a Webex or phone meeting to review and fill out his retirement application. He did not take the staff up on this offer. No follow up was made by the employee. This was the process in place during Covid. The insurance elections were processed as they were elected by Mr. Laster. On October 5, 2022, Mr. Laster contacted our office stating his spouse did not have dental and vision insurance coverage. Due to vision being an optional insurance, he is allowed to add her to his vision policy during annual enrollment. Mr. Laster was advised he did not elect dental coverage for his spouse and he would not be able to add this dependent to his Metro insurance outside of the 60-day window of an eligible change in status. Mr. Laster asked that this matter be appealed to allow the pensioner to add his spouse to his dental coverage outside of the 60-day window for an eligible change in status event.

1. Appeal of dependent's insurance dental coverage. (continued)

Ms. Hickey stated the pensioner's spouse does not meet any of the criteria to be added at this time. Human Resources added language to the insurance election form as instructed by the Board in September 2021. The form is very clear and was updated on September 15, 2021 to include revised language that states "you may elect to participate and cover your eligible spouse/domestic partner and dependent children in Metro's medical, dental, vision..." Mr. Laster was also provided with a copy of HR's Retirement Guide during his retirement process which states he is able to enroll in coverage and add eligible dependents at retirement and details the process to add an eligible dependent within 60 days of an eligible change in status.

Ms. Hickey stated in accordance with plan documents there is no eligible change in status event at this time that would allow the pensioner to add his wife to the dental plan and Metro Human Resources staff recommends this pensioner's request to add his dependent to his insurance coverage be denied as it is outside of the time period specified within the eligibility rules.

The pensioner was not present as he lives out of state.

Dylan Lynch, Christi Mayo, and Ginger Hall, Human Resources staff were present.

There was some discussion regarding the Board's decision not to allow pensioners to add during annual enrollment due to adverse selection, notifications, whether or not the spouse was covered prior to his retirement, revisions to the forms as requested by the Board, staff following the policy, and reviewing the policy.

Danny Yates, Fire Union Representative, addressed the Board regarding the retiree's filling out the paperwork.

After further discussion regarding staff following the plan provisions, the Jonathan Puckett moved to allow the dependent to be added back to the coverage. B.R. Hall seconded and the Board approved with Christine Bradley opposed and Shannon Hall abstaining.

Christine Bradley moved to have this policy reviewed at a Study Session. Shannon Hall seconded, and the Board approved without objection.

2. Actuarial costing of services request for possible transportation benefits related to covered medical plan services.

Christina Hickey reported to the Board that as previously discussed at the July, August, October and November 2022 Study Sessions, Deloitte and the medical plan providers presented information about possible transportation benefits related to covered medical plan services. She stated that at the advice of Legal, the Board will need to decide if they would like to cost any services and if so, what options they would like costed as presented from BCBS and Cigna.

Christina Hickey noted that some additional information has been presented in regards to the Blue Cross Blue Shield options.

Russ Henderson, Blue Cross Blue Shield was present.

Joseph Meyers, Findley, was also present.

Gilbert Gonzales moved for approval of an actuarial study on option 1 with Cigna and option 2 with Blue Cross Blue Shield of covered services that are not available in Tennessee as well as mental health and substance abuse services. Christine Bradley seconded.

**Denotes Tom Curtis returning to the meeting.

After further discussion of the options and the actuarial study a vote was taken on the motion and was approved with B.R. Hall, Edna Jones, and Harold Finch opposed and Jonathan Puckett abstaining.

3. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that the cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171 and this adjustment is built into the Metro Code and cannot be adjusted without a change to the Code. She stated that as a result of the 8.202% increase in the Consumer Price Index, an increase of 5.00% under Division A (the percentage rounded to the nearest one-half percent and capped at 5.00% pursuant to Metro Code Section 3.08.171) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2023. She also stated that eighty percent of the excess of 8.202% over 1.00% is 5.76%, so eligible retirees under Division B should receive a cost of living increase in January 2023 of 4.00%.

Joseph Meyers, Findley, was present for any questions.

There was some discussion of those eligible to receive the increase and Social Security versus Metro's calculation for cost of living increases.

Jeremy Moseley moved for approval of the cost of living adjustments for eligible retirees under Division A of 5.00% and 4.00% for eligible retirees under Division B beginning in January 1, 2023. Jonathan Puckett seconded, and the Board approved without objection.

4. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2023.

Christina Hickey reviewed the procedures as outlined in the Board by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2023 and opened the floor to nominations.

Harold Finch nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2023.

Shannon Hall nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2023.

Gilbert Gonzales nominated Jeremy Moseley for Metropolitan Employee Benefit Board Chair for 2023.

A vote was taken on the nomination of Edna Jones for Chair and the Board approved with Jeremy Moseley and Gilbert Gonzales abstaining.

A vote was taken on nomination of Christine Bradley for Vice-Chair. Edna and the Board approved with Christine Bradley abstaining.

A vote was taken on the nomination of Jeremy Moseley for Chair and failed with Gilbert Gonzales and Jeremy Moseley in favor and Christine Bradley, G. Thomas Curtis, Harold W. Finch, II, Kelly Flannery, B.R. Hall, and Jonathan Puckett, opposed and Shannon Hall abstaining.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Baptist health system customer letter.
- d. Price Assure for Cigna – Powered by GoodRx.
- e. Cigna – Kroger health removal.

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

Christina Hickey made note of items 5.-c. through 5.-e.

6. Reports for your information:

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

6. Reports for your information: (continued)

- e. Annual report to Council.
- f. Voluntary insurance annual reports.

Items 6.-a. through 6.-f. were for information only.

Christina Hickey made note of items 6.-e. and 6.-f.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:58 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board