

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 7, 2023

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 7, 2023 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: 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 January 9, 2023. With no corrections, nothing further was noted and Christine Bradley moved for approval. Jonathan Puckett seconded, and the Board approved with Jeremy Moseley not voting.

B. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by this Board.

*Denotes the arrival of Shannon B. Hall.

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.

Items 5 and 6 were discussed separately.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 4, for the length of time as recommended with case management services where noted. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended with case management services where noted. Tom Curtis 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 5, for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new request, item 5 for the length of time as recommended. B.R. Hall seconded, and the Board approved without objection.

The employee was present for item 6.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 6, for the length of time as recommended with case management services. Tom Curtis moved for approval of the recommendation to approve the disability pension new request, item 6 for the length of time as recommended with case management services. Jonathan Puckett 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 7 through 12 for the length of time as recommended. Jonathan Puckett moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 12 for the length of time as recommended. B.R. Hall seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that on item 13, he requests a deferral for two months. B.R. Hall moved for approval of the request to defer item 13 for two months. Tom Curtis 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.

Byron Grizzle, Sheriff's Office, was present and stated they can return the individual back to work.

B.R. Hall moved for approval of the recommendation of return to work. Jonathan Puckett seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Brittney N. Cody	Sheriff	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (August 2023), with re-exam at that time.
2.	Harry L. Jines	Sheriff	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
3.	Steven A. Popp	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (August 2023), with re-exam at that time.
4.	Mervat M. Sayeh	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with vocational case management for three months, (May 2023), with re-exam at that time.
5.	Somsack Srilouangkhol	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
6.	Matthew T. Stevenson	Police	Medical	As moved, seconded, and approved, this disability pension request was approved with vocational case management without stipulation of scheduled re-exam.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Eric S. Bacon	Police	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

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
8.	Kevin L. Breeding	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (February 2024), with re-exam at that time.
9.	Joshua W. Culwell	Emergency Communications Center	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (February 2024), with re-exam at that time.
10.	John M. Downs	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
11.	Richard A. Lowry	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
12.	Michael W. Mundy	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (February 2024), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Andrew M. Injaychock	Police	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (April 2023), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Terry W. Bracey	Sheriff	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. Tom Curtis seconded, and the Board approved without objection.

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

SOCIAL SECURITY REFERRALS: (continued)

Item	Name	Department	Origin of Review	CM	CSME	Comments
				Referral Recommendation		
1	Breeding, Kevin L.	Police	Pension Approval	No	No	Does Not Meet SSA Guidelines, Likely to Meet Medical-Vocational Guidelines Next Year
2	Clopton, Cynthia D.	MNPS	Pensioner Request	Yes	Yes	Evaluation, May Meet Medical-Vocational Guidelines
3	Dorley, Momolu 'Jay' S., Jr.	Fire	Pension Approval	Yes	Yes	Evaluation
4	Ismaeel, Bahia S.	MNPS	Pension Approval	Yes	Yes	Evaluation
5	Pardue, Douglas A., II	Fire	Pension Approval	Yes	Yes	Evaluation

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

Jeremy Moseley 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
Shawn Bible *	Parks	Special Programs Coord	B	01/16/2023	03/01/2016
Lisa Harnage	MNPS	MONITOR - SCHOOL BUS	B	12/21/2022	01/14/2023
Nancy Bowers	MNPS	ASST - SCHOOL GENERAL	B	01/17/2023	02/01/2023
Lori Hathaway	MNPS	MONITOR - SCHOOL BUS	B	12/28/2022	01/31/2023
Brownetta Taylor	MNPS	DRIVER - BUS	B	01/03/2023	01/27/2023
June Chapman	MNPS	ASST - SCHOOL GENERAL	B	01/19/2023	03/07/2023
Marcus Derrickson	Health	Office Support Spec 1	B	01/17/2023	02/01/2023
Linda Binkley	Emergency Communication Center	Emer Telecommunications Traine	B	12/20/2022	12/30/2022
Paul Baggett	Information Technology Service	Information Sys Oper Analyst 3	B	01/04/2023	01/20/2023
Joe Peach Jr	General Hospital	Purchasing Contract Specialist	B	12/05/2022	02/01/2023
Kirby Biggs	Parks	Maint & Repair Supv	B	12/29/2022	02/02/2023
Robert Moorman	Sheriff	Correctional Officer Lieut	B	01/11/2023	03/09/2023
Robert McClure	Sheriff	Admin Svcs Mgr	B	12/30/2022	01/21/2023
Mark Mitchell	Fire	Paramedic	B	12/21/2022	12/31/2022
Richard Kilburn	Police	Research Mgr-Police	A	12/22/2022	01/31/2023
Cynthia Shadowens	Emergency Communication Center	Emer Telecommunications Off 4	B	12/22/2022	12/29/2022
Terry Booker	Water Services	Treatment Plant Shift Operator	B	01/20/2023	01/27/2023
Donald Allen	Public Works	Public Works Supt	B	12/28/2022	02/10/2023
Sondra Claybrooks *	Election Commission	Judge Operator	B	01/10/2023	03/01/2023
Steven Ryum *	Police	Police Officer 2	B	01/18/2023	02/01/2023
Lauren Williams *	Sheriff	Admin Svcs Officer 2	B	12/16/2022	12/01/2022
Janice Clary *	County Clerk	Deputy Clerk 3	B	12/07/2022	12/01/2021
Yvonne Patterson *	Bordeaux Long Term Care	Licensed Practical Nurse	B	12/22/2022	02/01/2023
Lucille Moore *	MNPS	CUSTODIAN - LD	B	10/28/2022	10/01/2022
Stephen Adkerson *	Fire	Fire Fighter 2	A	01/26/2023	12/01/2015

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Tammy Sampson	Circuit Court Clerk	B	01/01/2023
Debra Tuders	MNPS	B	01/01/2023
Kenneth Sullivant	MNPS	B	11/01/2022

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

Disability to service (continued)

Employee	Department	Plan A/B	Effective Date of Conversion
Carol Ramsey	General Hospital	B	01/01/2023
Mary Thomas	Sheriff	B	01/01/2023

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Sarah Lancaster	Health	Service With Option	B	01/01/2023	Option E	
Carolyn Stewart	Election Commission	Service With Option	B	01/01/2023	Option A	
Mary Murphy	MNPS	Service Without Option	B	12/16/2022	Normal	3
Candy Finch	Circuit Court Satellite	Service Without Option	B	01/01/2023	Normal	
Kim Clary	Circuit Court Satellite	Service Without Option	B	01/01/2023	Normal	1
Melissa Venable	Emergency Communication Center	Early Service With Option	B	01/01/2023	Option D	
Janice Clary	MNPS	Service With Option	B	12/01/2021	Option E	
Christopher Steele	Police	Early Service With Option	B	01/01/2023	Option A	
Steven Trotter	Public Works	Early Service With Option	B	01/01/2023	Option D	
Frank Archey	Public Works	Service With Option	B	01/01/2023	Option A	3
Clifford Bates	General Hospital	Service With Option	B	12/01/2022	Option A	
Brenda Wheeler	Fire	P&F Service Pen Without Option	B	12/31/2022	Normal	
William Sellers	Metro Action Commission	Early Service With Option	A	01/01/2023	Option A	
Gwen Smith	Metro Action Commission	Service Without Option	B	07/16/2022	Normal	2
Anthony Bryant	Fire	P&F Service Pen With Option	B	12/28/2022	Option E	1
Frank Middleton Jr	Fire	P&F Service Pen With Option	B	12/28/2022	Option F	
Mark Mitchell	Fire	P&F Service Pen Without Option	B	01/01/2023	Normal	2
Robert Mcalister	Fire	P&F Service Pen With Option	B	01/01/2023	Option B	
Michael Doss	Fire	P&F Service Pen Without Option	B	01/01/2023	Normal	2
Anthony Glover	Fire	P&F Service Pen With Option	B	12/30/2022	Option A	3
Patricia Reynolds	Fire	P&F Service Pen Without Option	B	12/17/2022	Normal	3
Mark Waller	Fire	P&F Service Pen With Option	A	01/01/2023	Option E	3
Gerald Lindsey	Fire	P&F Service Pen With Option	B	12/30/2022	Option A	
Kevin Hymer	Fire	P&F Service Pen Without Option	B	01/01/2023	Normal	3
James Ransford	Fire	P&F Service Pen With Option	B	12/31/2022	Option E	3
Pamela Lature	Health	Service With Option	B	12/01/2021	Option A	
Maurice Monast	Fire	P&F Service Pen With Option	B	01/01/2023	Option A	3
Michael Robinson	Police	P&F Service Pen With Option	B	01/01/2023	Option A	
James Smith Jr	Police	P&F Service Pen With Option	B	01/01/2023	Option E	3
Wesley Tilley	Police	Early Service Without Option	B	01/01/2023	Normal	
Cynthia Shadowens	Emergency Communication Center	P&F Service Pen Without Option	B	12/29/2022	Normal	3
Marjorie Haworth	Police	P&F Service Pen Without Option	B	12/31/2022	Normal	3
Ricky Sanders	Police	P&F Service Pen With Option	B	12/31/2022	Option F	1
Donald Davidson	Police	P&F Service Pen With Option	B	12/16/2022	Option F	1
Edith Walker	Fire	P&F Service Pen Without Option	B	01/01/2023	Normal	
Waymon Tomberlain	Water Services	Service With Option	B	01/01/2023	Option A	1
Cheryl Kenderdine	Police	Early Service With Option	B	12/20/2022	Option A	
Lauren Williams	Sheriff	Service Without Option	B	12/01/2022	Normal	
Laurie Fleming	Police	P&F Service Pen Without Option	B	01/01/2023	Normal	
Curt Garrigan	Parks	Service With Option	B	01/01/2023	Option E	
Mark Beasley	General Services	Service With Option	B	11/01/2022	Option E	
Cynthia Hoeger	General Services	Service Without Option	B	01/01/2023	Normal	
Jon Warkentin	Health	Service With Option	B	01/01/2023	Option A	
Cynthia Lewis	Water Services	Service With Option	B	01/01/2023	Option D	
Robert Hoover III	MNPS	Service With Option	B	01/01/2023	Option D	
Angel Bradley	MNPS	Service Without Option	B	01/01/2023	Normal	
Janice Clary	County Clerk	Service With Option	B	12/01/2021	Option E	
Dianne Dyce	Convention Center	Service Without Option	B	01/01/2023	Normal	
Lucille Moore	MNPS	Service Without Option	B	10/01/2022	Normal	
Linda Oswald	MNPS	Service Without Option	B	01/01/2023	Normal	
James White	Fire	Service With Option	A	01/01/2023	Option E	
Terrell Lowe	MNPS	Service With Option	B	01/01/2023	Option A	
Kathleen Duda	MNPS	Service Without Option	B	01/01/2023	Normal	

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
Sarah Roof	MNPS	Service Without Option	B	01/01/2023	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
James Roberson	General Hospital	Billie Upchurch	B	01/13/2023
Etoyle Payton	MNPS	Richard Payton	A	12/18/2022
Cynthia Hodge	Clerk and Master	George Hodge	B	01/03/2023
Randall Fowler	Police	Sara Fowler	A	01/14/2023
Thoris Campbell	Health	David Campbell	B	01/08/2023
Steve Cruse	General Services	Sandra Cruse	A	12/24/2022
Madlyon Waters	MNPS	Charles Waters	B	01/21/2023
Stephen Breeding	Sheriff	Mary Breeding	B	01/15/2023
Charles Fentress	Fire	Linda Fentress	B	12/30/2022
James Singleton Sr	Police	Dorothy Singleton	C	01/12/2023
John Claibourne	Police	Ozzie Claibourne	C	01/01/2023
Joseph Bruggeman Jr	Parks	Laura Bruggeman	B	01/14/2023
William Hawk	BLTC	Mildred Hawk	A	12/25/2022

BENEFIT BOARD ITEMS

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

1. Humana and Vanderbilt contract negotiations update.

Christina Hickey reported to the Board an update will be presented on the Vanderbilt and Humana contract negotiations.

Tracey Garrison and Larry Lowe, Humana, were present. Larry Lowe stated that they are still in discussions with Vanderbilt in trying to reach a new contract prior to the April 1st deadline or at a minimum agree to see Humana/Metro's members on an out of network basis.

There was some discussion of what steps will be taken in the event they are not able to reach an agreement, outreach to the members, and possible eligibility of continuity of care.

There was some discussion of the April 1st deadline and possibly extending the until at least July 1st.

There was some discussion of receiving another update at the February Study Session.

**Denotes the arrival of Harold Finch.

There was also some discussion on how Board members should handle phone calls regarding this issue.

2. Omada Complete Program inclusion in Cigna HRA incentive program opportunity.

Christina Hickey reported to the Board that in September of 2022, the Board approved the Cigna add-on program, Omada Complete Prevention, effective January 1, 2023 for those with prediabetes, diabetes and/or hypertension. She stated that Cigna currently offers through their Motivate Me HRA incentives, a chronic condition support program which includes prevention and management of diabetes. She stated the Omada program is more intensive and requires more from the member than the chronic condition program. As a result and to reduce redundancy, HR is asking the Board to decide if they would like to include the Omada diabetes management program in with the Motivate Me incentives offered by Cigna so members who participate and complete the program would receive a \$100 incentive added to their HRA fund. Ms. Hickey stated that Cigna has advised there's a \$300 cap on the amount of incentives a member and their spouse/domestic partner may earn unless the Board would like to increase the cap to \$400 with the addition of the Omada program. The Board will also need to decide if they would like to leave the incentive cap at \$300 as it is currently or increase it to \$400.

Paul Huffman, Cigna, was present for any questions regarding the program.

Christi Mayo, Human Resources staff, was also present.

Jeremy Moseley moved for approval of including the Omada program in the incentives offered by Cigna and leave the cap at \$300. Shannon Hall seconded, and the Board approved with B.R. Hall opposed.

3. Pension plan valuation and experience study - final results.

Christina Hickey reported to the Board that USI will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, USI, gave a summary of the experience study and valuation results. He reviewed the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions, existing gains, and losses. He reviewed a summary of the calculation of the recommended contribution rate of 12.338%.

***Denotes Gilbert Gonzales leaving the meeting.

After some discussion, Tom Curtis moved for approval of a contribution rate of 12.338%. Christine Bradley seconded, and the Board approved without objection.

4. Correspondence:

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

Items 4.-a. and 4.-b. were for information only.

5. Reports for your information:

- a. Repayment of pension contributions.
- b. Privacy notice.
- c. TN Open Meetings Act.
- d. Denial log from Davies.
- e. Benefit Board expense reports.

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

6. Late item(s):

Items to be listed under this section will be reported at the meeting.

With nothing further presented, the meeting adjourned at 10:44 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board