

**MINUTES**

**METROPOLITAN EMPLOYEE BENEFIT BOARD**

**April 4, 2023**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 4, 2023 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue South, 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, Gilbert Gonzales, B.R. Hall, Sr., Jeremy Moseley, and Jonathan Puckett.

Members Kelly Flannery and Shannon B. Hall were unable to be present.

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 March 7, 2023. With no corrections, nothing further was noted and Harold Finch moved for approval. Christine Bradley 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 2, for the length of time as recommended with a functional capacity evaluation on item 2. Harold Finch moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 for the length of time as recommended with a functional capacity evaluation on item 2. 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 7 for the length of time as recommended with case management services where noted. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 7 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 8 through 11, he requests a deferral for one month. Tom Curtis moved for approval of the request to defer items 8 through 11 for one month. Harold Finch seconded, and the Board approved without objection.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Gary D. Foxx, Sr.	Parks	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2023), with re-exam at that time.

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

**NEW REQUESTS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	LaShanda M. Morgan	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with a functional capacity evaluation for six months, (October 2023), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Demetrius N. Corlew	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (April 2024), with re-exam at that time.
4.	Richard S. Ford	Police	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (April 2025), with re-exam at that time.
5.	James G. Gray, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for one year, (April 2024), with re-exam at that time.
6.	Andrew M. Injaychock	Police	Medical	As moved, seconded, and approved, this disability pension was continued with a fitness for duty evaluation for three months, (July 2023), with re-exam at that time.
7.	John B. Young	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with a functional capacity evaluation for four months, (August 2023), with re-exam at that time.

**REEXAMINATIONS - DEFER:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Momolu S. Dorley, Jr.	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (May 2023), with re-exam at that time.
9.	Bahia S. Ismaeel	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (May 2023), with re-exam at that time.

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

**REEXAMINATIONS - DEFER: (continued)**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Cameron M. Myers	Fire	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (May 2023), with re-exam at that time.
11.	Hugh L. Watson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (May 2023), with re-exam at that time.

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

**SOCIAL SECURITY REFERRALS:**

Dr. Kenton Dodd reported to the Board that the case management recommendation on the Social Security referral did not meet the evaluation standard for Social Security at this time.

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

Tom Curtis 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
Samuel Price *	MNPS	WORKER - CUSTODIAL	A	02/15/2023	04/01/2023
Kenneth Phillips	Water Services	Utility Equip Operator Sr	B	02/10/2023	02/10/2023
James Walls	Information Technology Service	Information Systems Advisor 1	B	03/01/2023	04/27/2023
David Lewis	District Attorney	Information Systems Advisor 1	B	01/18/2023	03/03/2023
Daniel Cash	Sheriff	Inmate Prop Clerk-DCSO	B	02/23/2023	02/28/2023
Janet Hobson	State Trial Courts	Admin Svcs Mgr	A	02/14/2023	06/01/2023
Lisa Pyles	County Clerk	Admin Svcs Mgr	B	02/07/2023	02/10/2023
Henry Wilson Jr	Juvenile Court	Program Spec 2	B	03/02/2023	08/20/2022
Tim Townsend	State Trial Courts	Ct Admin	B	02/06/2023	03/04/2023
Diana Adams	MNPS	Trainer Transportation Driver	B	02/13/2023	03/03/2023
Thomas Gale	MNPS	Support Campus	B	02/27/2023	05/25/2023
Robert McBride	Health	Security Guard - Health	B	03/01/2023	04/15/2023
Mary Watson	MNPS	PARA-PRO - EX ED	B	02/20/2023	02/01/2023
Thomas Gill	MNPS	DRIVER - BUS	B	02/28/2023	02/23/2023
Lawrence Lee Jr *	Juvenile Court	Warrant Officer 1	B	02/15/2023	08/01/2021
Wali Telwar *	General Hospital	Medical Technologist	B	02/16/2023	01/01/2020
Charles Brindley *	Public Library	Radio Asst Prg Mgr	B	02/08/2023	07/01/2015
Tina Beard *	MNPS	DRIVER - BUS	B	02/26/2023	04/01/2023
Susan Sparks	Social Services	Social Work Assoc	B	03/02/2023	04/01/2023
Cheryl Hailey	MNPS	SECRETARY-CLERK	B	03/13/2023	05/31/2023
Desmond Sumnerel	Police	Police Officer 2	B	03/17/2023	05/01/2023
J Atkins II	Health	Bureau Director 1	B	03/20/2023	05/11/2023
Loren Personett Jr	Parks	Facilities Mgr	B	03/02/2023	04/14/2023
Teresa Oglesby	State Trial Courts	Attorney 3	B	03/09/2023	04/03/2023
Cathy Moreland	Circuit Court Satellite	Satellite position	B	03/13/2023	04/01/2023
Phyllis Ewing	MNPS	DRIVER - BUS	B	03/13/2023	03/20/2023
Michelle Williams *	Emergency Communication Center	Emer Telecomm Superv	B	02/07/2023	03/01/2023
Daniel Patton *	MNPS	DRIVER - BUS	B	02/20/2023	07/01/2022
Stephen Adkerson *	Fire	Fire Fighter 2	A	02/23/2023	12/01/2015
Lata Surti *	MNPS	ED ASST - EX ED ONE TO ONE	B	02/21/2023	01/01/2023

\* 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
Valerie Bostic	MNPS	B	03/01/2023
James Murray	Fire	B	03/01/2023
Kelly Kraft	Fire	B	03/01/2023
Steven Cunningham	Water Services	B	03/01/2023

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Yvonne Patterson	Bordeaux Long Term Care	Service Without Option	B	02/01/2023	Normal	
Kenneth Phillips	Water Services	Service With Option	B	02/11/2023	Option E	
Terry Booker	Water Services	Service Without Option	B	01/28/2023	Normal	3
Lisa McMahon	Emergency Communication Center	P&F Service Pen With Option	B	01/01/2023	Option F	1
Margaret Buchanan	Social Services	Service Without Option	B	02/04/2023	Normal	3
Herbert Ashburn	Fire	P&F Service Pen With Option	B	01/01/2023	Option A	
Robert McClure	Sheriff	P&F Service Pen With Option	B	01/21/2023	Option E	3
Donald Enfinger	Information Technology Service	Service With Option	B	01/01/2023	Option A	
Clarisa Garcia	Health	Service Without Option	B	01/06/2023	Normal	
Kenneth Mumphrey	Water Services	Service Without Option	B	01/21/2023	Normal	
Carolyn Jackman	Social Services	Service Without Option	B	02/04/2023	Normal	
Prescott Phillips	Sheriff	P&F Service Pen Without Option	B	01/21/2023	Normal	
Julius Hill Sr	MNPS	Service Without Option	B	01/10/2023	Normal	
Kenneth Howse	Parks	Service With Option	B	01/01/2023	Option B	
Virginia Worthy	MNPS	Early Service With Option	B	01/01/2023	Option A	
Edward Mueller Jr	MNPS	Service Without Option	B	01/04/2023	Normal	3
Marcus Derrickson	Health	Early Service With Option	B	01/07/2023	Option A	
Rebekah Nichols	MNPS	Service Without Option	B	01/10/2023	Normal	
Jann McDonald	MNPS	Service Without Option	B	01/12/2023	Normal	
Timothy Clark	Water Services	Early Service With Option	B	01/21/2023	Option A	
Elgrine Kirby Jr	Parks	P&F Service Pen Without Option	B	02/01/2023		
Kirby Biggs	Parks	Service Without Option	B	02/03/2023	Normal	1
Steven Ryum	Police	P&F Service Pen Without Option	B	02/01/2023	Normal	
Doyle Wilhoite Jr	Police	P&F Service Pen With Option	B	01/02/2023	Option E	
Mamie Henning	MNPS	Service Without Option	B	02/01/2023	Normal	
Shawn Bible	Parks	Service With Option	B	01/01/2023	Option B	
Donald Allen	Public Works	Service With Option	B	02/18/2023	Option A	3
Shearon Sarver	MNPS	Service With Option	B	01/01/2023	Option E	
Courtney Mott	Election Commission	Service With Option	B	02/11/2023	Option E	
Ricky Nicholson	Sheriff	P&F Service Pen With Option	B	02/14/2023	Option D	1
Donald Stacey	Sheriff	Service With Option	B	02/15/2023	Option E	2
Brenda Gill	Metro Action Commission	Service Without Option	B	01/25/2023	Normal	
Cordelia Howard	MNPS	Service Without Option	B	01/12/2023	Normal	1
Lori Hathaway	MNPS	Service With Option	B	01/28/2023	Option E	3
Deborah Northington	MNPS	Service Without Option	B	02/11/2023	Normal	
Nancy Bowers	MNPS	Service With Option	B	02/01/2023	Option F	
Sondra Claybrooks	Election Commission	Service Without Option	B	03/01/2023	Normal	
Edward Dill	Finance	Service With Option	B	01/01/2023	Option E	
Wali Telwar	General Hospital	Service With Option	B	01/01/2023	Option E	
Charles Brindley	Public Library	Service With Option	B	01/01/2023	Option A	

**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	

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

**QDRO**

Employee	Department	Plan A/B	Case Type
Clarence Litton Jr	Fire	B	QDRO Non-Pensioner

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Charles Edens	Fire	Treva Edens	B	02/12/2023
Sheila Counts	Bordeaux Long Term Care	Garry Counts	B	02/28/2023
Douglas Martin	Water Services	Brenda Martin	B	02/27/2023
John Horstman	Water Services	Sheilah Horstman	B	03/12/2023
Magdalena Balbas- Hicklen	Sheriff	Nathaniel Hicklen Jr	B	02/21/2023
James Hollis	MNPS	Deborah Hollis	B	03/19/2023

**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 that at the last meeting the Board requested an update on the Humana and Vanderbilt contract negotiations. She stated that Humana was not able to attend today's meeting, however, they have provided a statement in regards to the contract negotiations and will be able to answer any questions that may arise during the meeting later.

2. Group Medical Plan PPO RFP Award.

Christina Hickey reported to the Board that the Purchasing Division updated the Board on the award of the procurement process for the Group Medical Plan PPO request for proposals (RFPs) at the March Study Session. She stated the Board will need to vote on the intent to enter into a contract for the Group Medical Plan PPO RFP awardee.

A representative from Purchasing was not present.

Justin Stack, Human Resources, and Kelley Lewis, Deloitte, were present for any questions.

After some discussion regarding any network disruption

Jeremy Moseley moved for approval of the PPO plan RFP award to Cigna. Tom Curtis seconded, and the Board approved with B.R. Hall and Edna Jones opposed.

At this time, there was some discussion regarding the term of the contract that Humana has with Vanderbilt.

3. In Line of Duty Committee.

Christina Hickey reported to the Board that the In Line of Duty, (IOD), Committee met on March 21, 2023 to deliberate on 5 IOD medical care requests. She stated that item #3 was approved by Davies and no action was needed, item #4 withdrew the appeal and item #5 was deferred until the next IOD Committee. She stated the Committee's actions are being presented for the Board's action along with the Committee minutes for approval by the Committee members.

Committee Chair Jonathan Puckett asked if there were any amendments, corrections, or questions of the minutes from the March 21, 2023 In Line of Duty Committee meeting. With no corrections, Tom Curtis moved for approval of the In Line of Duty Committee minutes. Christine Bradley seconded, and the Committee minutes were approved without objection.

3. In Line of Duty Committee. (continued)

Committee Chair Jonathan Puckett reported to the Board that on Committee item 1, the IOD medical care request for the pensioner from the Fire Department, the Committee had a tie vote and therefore has no recommendation to the Board.

Kimberly Jordan and Vickie Hampton, Davies, were present.

Christina Hickey read a statement from the pensioner.

Kimberly Jordan, Davies, stated that the medical records were reviewed by Dr. Dodd and he still maintains that it is not work related and age related hearing loss.

After some discussion of the process to determine whether it is due to age or an injury on duty, Edna Jones moved to approve Committee item 1, the IOD medical care request for the pensioner from the Fire Department. Gilbert Gonzales seconded.

There was some discussion of loud noise being an occupational hazard, causation, the individual indicating he did not receive notice of the meeting and deferring this item to the next meeting.

Edna Jones modified the motion on Committee item 1, the IOD medical care request for the pensioner from the Fire Department to defer to the next meeting. The seconder, Gilbert Gonzales was not in agreement with the modification and the original motion still stands.

B.R. Hall called for the question.

A vote was taken on the motion to approve Committee item 1, the IOD medical care request for the pensioner from the Fire Department and failed with a tie vote, with Edna Jones, Gilbert Gonzales, B.R. Hall and Jonathan Puckett in favor and Tom Curtis, Harold Finch, Christine Bradley, and Jeremy Moseley opposed.

After some discussion of whether or not this item would be referred back to Committee, Nicki Eke, Legal Department, stated this item has already been to Committee and another motion can be made.

Christine Bradley moved to defer Committee item 1, the IOD medical care request for the pensioner from the Fire Department to the next Board meeting. Tom Curtis seconded, and the Board approved with B.R. Hall and Gilbert Gonzales opposed.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 2, the IOD medical care request for the pensioner from the Police Department, the Committee recommended to uphold the denial of this claim.

Kimberly Jordan, Davies, stated that the medical records were reviewed by Dr. Dodd and he also reviewed the additional study information provided and he still maintains that it is not work related.

Jeremy Moseley moved for approval of the Committee's recommendation to uphold the denial of the claim. Harold Finch seconded, and the Board approved with B.R. Hall opposed.

4. 2024 Medical Plan Rates.

Christina Hickey reported to the Board that at the March 21, 2024 Study Session, USI presented information on the medical plan rates for 2024. She stated USI's presentation is for the Board's review the Board will need to determine the medical plan rates for 2024.

Joseph Meyers, USI, reviewed the claims experience over the past year, the rate history, the reserves, renewal assumptions, and the rate considerations for 2024.

After some discussion of the different scenarios, demographics of the plans and using the fund balance, Christine Bradley moved for approval of scenario 3, a 0% increase for Blue Cross and 4.0% for Cigna, for the

4. 2024 Medical Plan Rates. (continued)

medical plan rates for 2024. Tom Curtis seconded, and the Board approved with B.R. Hall opposed and Gilbert Gonzales abstaining.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna formulary changes.

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

6. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Denial log from Davies.
- d. Benefit Board expense reports.

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

7. Late item(s)

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:35 a.m.

ATTEST:

APPROVED:

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**Shannon B. Hall, Director**  
**Human Resources**

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**Edna J. Jones, Chair**  
**Employee Benefit Board**