

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 2, 2023

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 2, 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, 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 April 4, 2023. With no corrections, nothing further was noted and Christine Bradley moved for approval. Jeremy Moseley seconded, and the Board approved without objection.

*Denotes the arrival of Shannon B. Hall

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 request, item 1 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Harold Finch seconded.

After some discussion of the condition and the re-exam date, a vote was taken on the motion to approve the disability pension new request, item 1 for the length of time as recommended and the Board approved without objection.

On item 2 Christina Hickey read a statement from the employee regarding the request.

After some discussion regarding accommodations, Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 2 as the accommodations are in line with her current duties.

A representative from the department was present and stated they have accommodated the restrictions.

Tom Curtis moved for approval of the recommendation to deny the disability pension new request, item 2. Harold Finch seconded.

After some discussion regarding some of the symptoms the individual has, a vote was taken on the motion to deny the disability pension new request, item 2 and the Board approved with Jeremy Moseley and Jonathan Puckett opposed.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 8 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 8 for the length of time as recommended with case management services where noted. Jeremy Moseley seconded, and the Board approved without objection.

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

On the deferrals, Dr. Kenton Dodd reported to the Board that on item 11 he is recommending approval for the length of time as recommended. Jonathan Puckett moved for approval of item 11 for the length of time as recommended. Jeremy Moseley seconded, and the Board approved without objection.

It was suggested to discuss item 12 separately.

Dr. Kenton Dodd reported to the Board that on items 9 and 10, he requests a deferral for the length of time as recommended. Harold Finch moved for approval of the request to defer items 9 and 10 for the length of time as recommended. Christine Bradley seconded, and the Board approved without objection.

On item 12, Dr. Kenton Dodd reported to the Board that he is requesting current medical information related to the impairment and he recommends a deferral.

After some discussion regarding the number of times this item has been deferred and the pensioner not providing the medical records as requested, Shannon Hall moved for approval of the request to defer item 12 for the length of time as recommended, (August), and that failure to produce those records can result in the termination of the disability pension. Jonathan Puckett seconded.

After some discussion regarding the impairment, eligibility and policy, Shannon Hall withdrew her motion and Jonathan Puckett withdrew his second.

Shannon Hall moved to defer item 12 for the length of time as recommended. Jonathan Puckett 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.

Byron Grizzle, Sheriff's Office, was present and stated they are prepared to return him to work.

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

On the reconsideration, B.R. Hall moved for approval of discussion on the reconsideration. Jeremy Moseley seconded.

Dr. Kenton Dodd reported to the Board that he recommends approval of the reconsideration. He also discussed possible accommodations in the future.

A vote was taken on the motion to discuss the reconsideration and the Board approved without objection.

Dr. Kenton Dodd stated that he recommends approval of the reconsideration for six months.

Christina Hickey read a statement from the employee.

Christine Bradley moved for approval of the reconsideration for the length of time as recommended. 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.	Christy L. Cummings	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
2.	Tami A. Cousin	Juvenile Court Clerk	In Line of Duty	As moved, seconded, and approved, this disability pension request was denied.

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
3.	Tiffany M. Coleman	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two months, (July 2023), with re-exam at that time.
4.	Bahia S. Ismaeel	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for nine months, (February 2024), with re-exam at that time.
5.	Cameron M. Myers	Fire	Medical	As moved, seconded, and approved, this disability pension was continued with a psychological evaluation for six months, (November 2023), with re-exam at that time.
6.	Mervat M. Sayeh	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (November 2023), with re-exam at that time.
7.	Jeffrey M. Walker	Water	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (November 2023), with re-exam at that time.
8.	Hugh L. Watson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (May 2024), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (July 2023) with re-exam at that time.
10.	Jennifer C. Daniel	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (July 2023) with re-exam at that time.
11.	Momolu S. Dorley, Jr.	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (May 2024), with re-exam at that time.
12.	Jerry L. Jamison	Water	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (July 2023) with re-exam at that time.

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

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Harry L. Jines	Sheriff's Office	Medical	As moved, seconded, and approved, this individual was returned to work.

RECONSIDERATION – NEW REQUEST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Wanda I. Feliciano	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2023), with re-exam at that time.

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.

Tom Curtis moved for approval of the referrals. Harold Finch seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Corlew, Demetrius N.	MNPS	Pension Approval	Yes	Yes	May Meet SSA Guidelines
2	Foxx, Gary D., Sr.	Parks	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines

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. Jeremy Moseley seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Daniel Patton *	MNPS	DRIVER - BUS	B	02/20/2023	07/01/2022
Deborah Davis	MNPS	SECRETARY-CLERK	B	03/28/2023	05/30/2023
Stephanie Davis	MNPS	COORD - SAFE & DRUG FREE	B	03/23/2023	05/31/2023
Rita Mcgee	MNPS	DRIVER - BUS	B	03/25/2023	05/31/2023
Cynthia Porter	MNPS	MGR - FOOD SERVICE II	B	03/21/2023	05/27/2023
Deborah Johnston	MNPS	ASST - FOOD SVC	B	03/30/2023	05/25/2023
Amanda Bogle	MNPS	SECRETARY-CLERK	B	04/06/2023	05/26/2023
Randall Ladd	District Attorney	Special Projects Mgr	A	03/02/2023	03/04/2023
Anita Bourne	Sheriff	Sheriff Education Coord	B	03/23/2023	03/11/2023
Robin Trollinger	MNPS	Spec Program & Partnerships	B	04/12/2023	04/14/2023
Kenneth Braden	Police	Police Security Guard 2	B	04/11/2023	04/20/2023
M Young	MNPS	ADMIN -RECORDS SCH FIN PAY I	B	03/17/2023	07/05/2023
Mary Allen	General Hospital	Metro Hospital Auth Employee	B	03/26/2023	04/29/2023

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
Philip Krakowiak	Public Library	Librarian 2	B	04/17/2023	04/30/2023
Mark Norfleet	Public Works	Signal Tech 3	B	04/07/2023	04/07/2023
Howard Rutledge Jr	Public Works	Technical Specialist 2	B	04/19/2023	06/02/2023
Bich Thu Nguyen	Health	Office Support Rep Sr	B	03/31/2023	06/01/2023
Ricky Biggs	Fire	Advanced Emergency Med Tech	B	03/30/2023	04/01/2023
Johnathan Carlisle	Police	Police Officer 2	B	04/11/2023	05/01/2023
James White	Health	Anim Care Ctrl Admin Asst	B	03/23/2023	04/14/2023
James Derrick Jr	Fire	Fire Captain	B	03/28/2023	04/05/2023
Baron Harmon	District Attorney	Finance Admin	B	04/13/2023	04/28/2023
Rex Jackson	Fire	Fire Engineer	B	04/12/2023	04/16/2023
Kathy Burlason *	MNPS	ASST - FOOD SVC	B	4/13/2023	05/01/2023
Michael Teasley *	Knowles Home	Cook	B	03/07/2023	04/01/2023
Delphia Kinnard *	Bordeaux Long Term Care	Nursing Asst - Certified 1	B	04/13/2023	12/01/2020

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Melvin Terry	Municipal Auditorium	B	04/01/2023
Mark Melman	MNPS	B	04/01/2023
Harold Hamm	Sheriff	A	04/01/2023
Billy Osteen	Parks	B	04/01/2023
Kenneth Stockford	Police	A	04/01/2023

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Daniel Patton	MNPS	Service Without Option	B	07/01/2022	Normal	
Susan Brackin	Public Library	Service Without Option	B	02/18/2023	Normal	
Lourdes Navarrette	MNPS	Early Service Without Option	B	01/06/2023	Normal	
Milton Bowling	Public Works	Service Without Option	B	01/21/2023	Normal	
June Chapman	MNPS	Early Service With Option	B	03/04/2023	Option F	
Randall Ladd	District Attorney	Early Service With Option	A	03/04/2023	Option F	
Anita Bourne	Sheriff	P&F Service Pen Without Option	B	03/18/2023	Normal	
Vance Legarde	Sheriff	P&F Service Pen With Option	B	03/06/2023	Option E	
Beatrice Visnoski	MNPS	Service With Option	B	02/24/2023	Option B	
John Pepper	Police	Early Service Without Option	B	03/01/2023	Normal	
Donald Coleman	Water Services	Service Without Option	B	02/11/2023	Option F	3
Kenneth Sanders	Water Services	Service With Option	B	03/18/2023	Option A	
Cathy Johnson	Metro Action Commission	Early Service With Option	B	03/01/2023	Option E	
James Word	Water Services	Service With Option	B	03/04/2023	Option E	2
Bobby Bledsoe	Parks	Service Without Option	B	03/03/2023	Normal	
Thomas Gill	MNPS	Service With Option	B	02/18/2023	Option A	
Henry Wilson	Juvenile Court	Service Without Option	B	08/20/2022	Normal	
Robert Moorman	Sheriff	P&F Service Pen With Option	B	03/09/2023	Option D	3
Daniel Cash	Sheriff	Service With Option	B	02/23/2023	Option A	
Gary Rodgers	Sheriff	P&F Service Pen Without Option	B	03/16/2023	Normal	3
David Lewis	District Attorney	Service With Option	B	03/04/2023	Option A	
Faye Al-Jashami	Metro Action Commission	Service With Option	B	02/22/2023	Option D	
Vickie Jones	Sheriff	Service Without Option	B	04/01/2023	Normal	
Lawrence Lee Jr	Juvenile Court	Service Without Option	B	08/01/2021	Normal	
Stephen Adkerson	Fire	P&F Service Pen Without Option	A	12/01/2015	Normal	
Henry Bean	MNPS	Service Without Option	B	08/08/2022	Option E	
Samuel Price	MNPS	Service Without Option	A	04/01/2023	Normal	

<u>Key Codes</u>	
<u>Options</u>	<u>Drop Elections</u>
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
Timothy Fox	State Trial Courts	Gina Fox	B	04/02/2023
William Gonce	MNPS	Craig Gonce	B	04/08/2023
Judy Goetz	Public Library	John Goetz	B	03/21/2023
Marlene Blakeman	General Hospital	Timothy Blakeman	B	03/29/2023
James Shelby	Public Works	Brenda Shelby	A	04/08/2023
Richard Alston	Bordeaux Long Term Care	Sheri Alston	B	03/14/2023
Robert Thurman	Fire	Vikki Thurman	B	04/03/2023
Douglas Anderson	Public Works	Mary Anderson	B	4/15/2023
Clifford Spence	Water	Bulah J. Spence	A	03/18/2023
Dora Roberson	General Hospital	Brittany Carson	A	03/28/2023
Gary Dixner	Planning	Sally Dixner	B	04/19/2023
Frank Atchley	Parks	Margaret Atchley	A	03/24/2023
Betty Empson	General Hospital	William Empson	A	03/31/2023
Andrew Cavender	MNPS	Connie Cavender	B	03/31/2023
Wilma Tucker	MNPS	Richard Tucker Jr.	B	04/14/2023

BENEFIT BOARD ITEMS

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

1. Reconsideration for Medical Disability Pension for employee from Metropolitan Nashville Public Schools (MNPS).

This item was acted upon with section C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals).

2. In Line of Duty Committee.

Christina Hickey reported to the Board that the In Line of Duty Committee met on March 21, 2023 to deliberate on IOD medical care requests. She stated item #1 was deferred from the April Board to the May Board.

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.

The pensioner and Danny Yates, Fire union representative, were present. The pensioner reviewed a statement he prepared.

Danny Yates, Fire union representative, discussed the working conditions and exposures.

2. In Line of Duty Committee. (continued)

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 there is no presumption for hearing loss, causation and whether the condition 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. B.R. Hall seconded and the Board approved with Jeremy Moseley opposed and Tom Curtis abstaining.

3. Metropolitan Nashville Public Schools, (MNPS), clinic incentive program review.

Christina Hickey reported to the Board that at the April Study Session, the Board considered the annual review of the MNPS clinic incentive program. She stated the program is reviewed annually by the Board to ensure there is no adverse impact to the plan as a result of the incentive program. She also stated the Board will need to determine whether they would like to continue the program for the 2024 plan year.

Jeremy Moseley moved to continue the MNPS clinic incentive program. Harold Finch seconded, and the Board approved with Kelly Flannery opposed.

**Denotes Gilbert Gonzales leaving the meeting.

4. Flexible Spending Accounts.

Christina Hickey reported to the Board that at the April Study Session, Deloitte presented information on the option of increasing the maximum annual contribution amount for employees to set aside pre-tax dollars for two types of out-of-pocket expenses, health care and dependent care. Ms. Hickey stated the Board will need to determine whether they would like to amend its Cafeteria Plan effective January 1, 2024 to increase the annual maximum contribution to \$3,050 from the current amount of \$2,850 for a Health Care FSA.

Jeremy Moseley moved for approval to amend the Cafeteria Plan effective January 1, 2024 to increase the annual maximum contribution to \$3,050 from the current amount of \$2,850 for a Health Care FSA. Jonathan Puckett seconded, and the Board approved without objection.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Blue Cross Blue Shield – COVID-19 public health emergency to end.
- d. Cigna – COVID-19 public health emergency to end.
- e. Cigna – Norton Healthcare.
- f. Humana – Star Physical Therapy.

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

6. Reports for your information:

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

Items 7.-a. through 7.-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 11:05 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board