

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**August 1, 2023**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 1, 2023 in the Metropolitan Nashville Public Schools Board Room, Nashville, Tennessee, at approximately 9:37 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, \*\*Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

Member B.R. Hall, Sr. was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, 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 July 12, 2023. With one correction, nothing further was noted, and Jeremy Moseley 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 Hannah Robinson, 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.

It was suggested that the new requests be discussed separately.

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. Jeremy Moseley moved for approval of the disability pension new request item 1 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, with a return to work with restrictions.

Byron Grizzle, Sheriff's Office, was present.

There was some discussion of either approving the pension or returning the individual to work.

Nicki Eke, Legal Department, stated that the pension has to be approved first and then the Board can then return them to work. She stated it can be in one motion.

Byron Grizzle stated that the request is a return to work with a salary supplement. He stated the employee was training to be a Correctional Officer and did not complete the probationary period and is still in the training status. He stated she was injured and they are going to return her to work in a different position until her medical treatment is completed.

\*Denotes the arrival of G. Thomas Curtis.

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

Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 2, with a return to work. Kelly Flannery seconded, and the Board approved with Jeremy Moseley opposed and Tom Curtis abstaining.

\*\*Denotes the arrival of Shannon B. Hall.

The employee was present for item 3.

Dr. Kenton Dodd reported to the Board that he recommends denial of the disability pension new request, item 3. He stated that the medical records show no impairment that limited their ability to perform the job duties.

The employee addressed the Board regarding his condition, different avenues of treatment and how continuing to work in this position affects him.

There was some discussion of an early service pension and whether or not there is an injury on duty claim on file.

Sue Bibb, Police Department, was present. She stated that she is not aware of a 101 Form on file.

Matthew Chapman, Police Department, stated that there are no 101's on file for this individual.

There was some discussion of placing him in a non-sworn position, filing a 101 at this time and it was also noted that the employee has resigned from his position.

There was some discussion of his treatment with the Veterans Administration and the lack of anything related to an on the job injury.

There was some discussion of deferring this request for one month to get more medical information that may support his inability to perform his duties, offering vocational case management, not enough medical information to approve the disability pension, and the individual not being eligible for rehire.

Nicki Eke, Legal Department, stated that not being eligible for rehire is a personnel matter and is not the focus of this Board. She stated the focus is whether or not he meets the definition of disability for a police officer.

After further discussion of filing a 101 Form, the lack of medical information in the record and the applicant citing cumulative issues, Jeremy Moseley moved to defer this request for one month. Shannon Hall seconded, and the Board approved with Christine Bradley opposed and Gilbert Gonzales abstaining.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 4 and 5 for the length of time as recommended with vocational case management on item 4.

After some discussion on the basis for no re-exam on item 5, Harold Finch moved for approval of the recommendation to continue the disability pension reexaminations, items 4 and 5 for the length of time as recommended with vocational case management on item 4. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 6 he recommends approval of return to work.

Nadi Stevenson, Metropolitan Nashville Public Schools, stated they are prepared to find a position to return the individual to work.

Christina Hickey noted that there was additional information presented on the job description.

After some discussion of the restrictions and the job description, Shannon Hall moved for approval of the recommendation of return to work with restrictions. Jeremy Moseley 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 7 he recommends approval of return to work.

Byron Grizzle, Sheriff's Office, stated they are prepared to return the individual to work.

Jeremy Moseley moved for approval of the recommendation of return to work. Jonathan Puckett 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. | Amber M. Rumsey  | Sheriff's Office  | In Line of Duty                                    | As moved, seconded, and approved, this disability pension request was approved for four months, (December 2023), with re-exam at that time. |
| 2. | Melissa M. Lewis | Sheriff's Office  | In Line of Duty                                    | As moved, seconded, and approved, this disability pension request was approved with a return to work.                                       |
| 3. | Joshua R. Borum  | Police            | Medical  | As moved, seconded, and approved, this disability pension request was deferred.   |

**REEXAMINATIONS:**

|    | <b>Name</b>         | <b>Department</b>                     | <b>In Line of Duty (IOD) or Medical Disability</b> | <b>Board Action Taken</b>  |
|----|---------------------|---------------------------------------|--|--|
| 4. | David R. Farris, II | Metropolitan Nashville Public Schools | Medical  | As moved, seconded, and approved, this disability pension was continued with vocational case management for eleven months, (July 2024), with re-exam at that item. |
| 5. | Steven A. Popp      | Police                                | In Line of Duty                                    | As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.  |

**RETURN TO WORK – WITH RESTRICTIONS:**

|    | <b>Name</b>     | <b>Department</b>                     | <b>In Line of Duty (IOD) or Medical Disability</b> | <b>Board Action Taken</b>   |
|----|-----------------|---------------------------------------|--|---|
| 6. | Wurya A. Shwani | Metropolitan Nashville Public Schools | In Line of Duty                                    | As moved, seconded, and approved, this individual was returned to work. |

**RETURN TO WORK – NO RESTRICTIONS:**

|    | <b>Name</b>      | <b>Department</b> | <b>In Line of Duty (IOD) or Medical Disability</b> | <b>Board Action Taken</b>   |
|----|------------------|-------------------|--|---|
| 7. | Brittney N. Cody | Sheriff's Office  | In Line of Duty                                    | 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.

Christine Bradley moved for approval of the referrals. Shannon Hall seconded, and the Board approved without objection.

| Item | Name                  | Department | Origin of Review | CM Referral | CSME Recommendation | Comments   |
|------|-----------------------|------------|------------------|-------------|---------------------|--|
| 1    | Page, Lawanda D.      | Sheriff    | Pension Approval | Yes         | Yes                 | Evaluation, May Meet SSA Guidelines  |
| 2    | Richardson, Evella R. | MNPS       | Pension Approval | Yes         | Yes                 | Likely to Meet SSA Guidelines, Listing 13.10A or Medical-Vocational Guidelines |

**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 |
|---------------------|----------------------|--------------------------------|----------|------------------|--------------------------|
| Tara Millette *     | General Hospital     | RN Team Leader                 | B        | 06/12/2023       | 02/01/2020               |
| Kenneth Jenkins     | MNPS                 | MONITOR - SCHOOL BUS           | B        | 06/22/2023       | 08/03/2023               |
| James Cliff         | MNPS                 | MONITOR - SCHOOL BUS           | B        | 07/20/2023       | 01/25/2023               |
| Barbara Rogers      | MNPS                 | MONITOR - SCHOOL BUS           | B        | 07/07/2023       | 07/01/2023               |
| Jacquelyn Johnson   | MNPS                 | ASST - FOOD SVC                | B        | 07/05/2023       | 05/27/2023               |
| Harry Porter        | MNPS                 | TECH SR - MAINT & REPAIR - FNS | B        | 06/23/2023       | 07/03/2023               |
| Barbara Mcewen      | MNPS                 | ADMIN - RECORDS SCH FIN PAY I  | B        | 06/15/2023       | 06/30/2023               |
| John Davis Iv       | MNPS                 | SPEC - SUPPORT TECH DP         | B        | 05/15/2023       | 05/31/2023               |
| Emily Harris        | Clerk and Master     | Deputy Clerk & Master I        | B        | 03/22/2023       | 08/11/2023               |
| Shekeeta Haynes     | MNPS                 | DRIVER - BUS                   | B        | 07/06/2023       | 08/03/2023               |
| Peggy Martin        | MNPS                 | SECRETARY-CLERK                | B        | 06/29/2023       | 08/03/2023               |
| Elizabeth Swinson   | General Services     | Admin Svcs Mgr                 | B        | 07/07/2023       | 09/02/2023               |
| William Long Jr     | Water Services       | Customer Service Field Rep Sen | B        | 07/11/2023       | 08/23/2023               |
| Richard Gibson Jr   | Sheriff              | DCSO Dist Center Coordinator   | B        | 07/05/2023       | 07/28/2023               |
| Ronnie Brock        | Public Works         | Compliance Inspector 2         | B        | 06/27/2023       | 07/01/2023               |
| Steven Mcneece      | Public Works         | Maintenance & Repair Worker    | A        | 06/26/2023       | 08/31/2023               |
| Bradley Wheatley    | General Hospital     | Metro Hospital Auth Employee   | A        | 07/10/2023       | 08/02/2023               |
| Blain Smith         | Parks                | Special Programs Coord         | B        | 07/17/2023       | 09/01/2023               |
| Emrick Clark Jr     | Police               | Police Security Guard 2        | B        | 07/06/2023       | 07/18/2023               |
| Anthony Waggoner    | Water Services       | Water Services Superintendent  | B        | 06/29/2023       | 08/31/2023               |
| Brian Reichard      | Fire                 | Fire Captain                   | B        | 07/03/2023       | 07/03/2023               |
| Daryl Davis         | Fire                 | Fire Operations Chief          | B        | 07/07/2023       | 08/25/2023               |
| Elizabeth Heathcock | Assessor of Property | Admin Svcs Mgr                 | B        | 07/19/2023       | 09/08/2023               |
| Patrick Taylor      | Police               | Police Lieutenant              | B        | 05/23/2023       | 06/30/2023               |
| Buddy Rhett         | Police               | Police Sergeant                | B        | 07/10/2023       | 07/29/2023               |
| Derry Baltimore     | Police               | Police Officer 2               | B        | 07/05/2023       | 07/30/2023               |
| Jeffrey Sanders Jr  | Police               | Police Lieutenant              | B        | 07/17/2023       | 08/01/2023               |
| Robert Morris       | Police               | Police Officer 2               | B        | 07/05/2023       | 08/09/2023               |
| Charles Robinson    | Police               | Police Officer 2               | B        | 07/03/2023       | 08/31/2023               |
| Todd Watson         | Police               | Police Officer 2-Fld Trng Ofcr | B        | 07/17/2023       | 09/01/2023               |
| Steve Morales       | Sheriff              | Sheriff Pretrial Screener      | B        | 07/03/2023       | 07/05/2023               |
| Johnny Easley       | Water Services       | Utility Compliance Inp 2       | B        | 07/12/2023       | 07/01/2023               |
| John Kerr *         | Fire                 | Paramedic 2                    | B        | 07/13/2023       | 07/01/2023               |

**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 |
|-----------------|---------------------|----------------------------|----------|------------------|--------------------------|
| Joseph Egbuji * | General Hospital    | Registered Nurse-CC        | B        | 06/20/2023       | 09/01/2023               |
| Ruth Lyman *    | NCAC                | Enterprise Emp Coor - NCAC | B        | 07/11/2023       | 07/01/2023               |
| Diana Morris *  | Caring for Children | Program Spec 3             | B        | 06/22/2023       | 07/01/2023               |
| Sammy Davis *   | MNPS                | PARA-PRO - EX ED           | B        | 06/13/2023       | 11/01/2021               |
| Paula Todd *    | Fire                | Paramedic 2                | B        | 06/13/2023       | 06/01/2023               |

\* Deferred Benefit

**Disability to service**

| Employee        | Department     | Plan A/B | Effective Date of Conversion |
|-----------------|----------------|----------|------------------------------|
| Debra Bell      | MNPS           | A        | 06/01/2023                   |
| Oscar Markham   | Public Library | B        | 07/01/2023                   |
| Berniece George | Health         | B        | 07/01/2023                   |
| Penny Castillo  | Police         | B        | 07/01/2023                   |

**Options Elected**

| Employee              | Department              | Pension Type                   | Plan A/B | Effective Date | Option   | Drop Election |
|-----------------------|-------------------------|--------------------------------|----------|----------------|----------|---------------|
| Kevin Walker          | Parks                   | Service Without Option         | B        | 03/01/2023     | Normal   |               |
| Debra Newcomb         | MNPS                    | Early Service Without Option   | B        | 05/31/2023     | Normal   |               |
| Rosemary Herron       | MNPS                    | Service Without Option         | B        | 05/26/2023     | Normal   |               |
| Deborah Davis         | MNPS                    | Service Without Option         | B        | 05/31/2023     | Normal   |               |
| Stephanie Davis       | MNPS                    | Service Without Option         | B        | 05/31/2023     | Normal   |               |
| Robin Moore           | Public Library          | Service With Option            | B        | 06/01/2023     | Option E |               |
| Cynthia Porter        | MNPS                    | Service Without Option         | B        | 05/26/2023     | Normal   |               |
| Brenda Lillard        | MNPS                    | Service Without Option         | B        | 05/27/2023     | Normal   |               |
| Deborah Johnston      | MNPS                    | Service Without Option         | B        | 05/26/2023     | Normal   | 2             |
| Louis Caldwell Jr     | Metro Action Commission | Service With Option            | B        | 06/10/2023     | Option A |               |
| Michelle Flowers      | MNPS                    | Service Without Option         | B        | 05/26/2023     | Normal   |               |
| Joanne Moore          | MNPS                    | Service Without Option         | B        | 05/26/2023     | Normal   |               |
| John Davis Iv         | MNPS                    | Service With Option            | B        | 06/02/2023     | Option A | 2             |
| Sherri Stinson        | MNPS                    | Service With Option            | B        | 06/01/2023     | Option A |               |
| Mary Allen            | General Hospital        | Early Service Without Option   | B        | 04/29/2023     | Normal   |               |
| Richard King          | Police                  | P&F Service Pen With Option    | B        | 03/01/2023     | Option E |               |
| Arthur Kirkpatrick Jr | Public Works            | Service With Option            | B        | 06/01/2023     | Option E | 1             |
| Howard Rutledge Jr    | Public Works            | Service With Option            | B        | 06/03/2023     | Option E |               |
| Nicholas Compton      | Health                  | Service Without Option         | B        | 05/24/2023     | Normal   | 3             |
| Anthony Sims          | Water Services          | Early Service With Option      | B        | 06/10/2023     | Option E |               |
| Bich Thu Nguyen       | Health                  | Service Without Option         | B        | 06/01/2023     | Normal   | 3             |
| Ronald Hickman Jr     | Fire                    | P&F Service Pen With Option    | B        | 07/01/2023     | Option A | 3             |
| Cindy Diedrickson     | Sheriff                 | P&F Service Pen Without Option | A        | 02/28/2023     | Normal   |               |
| Cheryl Hailey         | MNPS                    | Service With Option            | B        | 05/31/2023     | Option D |               |
| Randall Hickerson     | Police                  | P&F Service Pen With Option    | B        | 05/26/2023     | Option E | 2             |
| Mike Madden           | MNPS                    | Service With Option            | B        | 06/02/2023     | Option F |               |
| Jeffrey Crawford      | Fire                    | P&F Service Pen Without Option | B        | 04/29/2023     | Normal   | 3             |
| Gary Hale Jr          | Fire                    | P&F Service Pen With Option    | B        | 07/01/2023     | Option E |               |
| Diana Morris          | Caring for Children     | Service Without Option         | B        | 07/01/2023     | Normal   |               |
| Robin Brown           | Human Resources         | Service Without Option         | B        | 04/01/2023     | Normal   |               |
| Phylisia Orr          | General Hospital        | Service With Option            | B        | 01/01/2023     | Option D |               |
| Sammy Davis           | MNPS                    | Service With Option            | B        | 01/01/2023     | Option A |               |
| Connie Ferguson       | Water Services          | Service With Option            | B        | 05/01/2023     | Option D |               |
| Naomi Morgan          | MNPS                    | Service With Option            | B        | 03/01/2023     | Option F |               |
| Michael Teasley       | Knowles Home            | Service With Option            | B        | 04/01/2023     | Option D |               |

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

| <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 |
|-------------------|----------------|--------------------|----------|----------------|
| Milton Hunley     | Police         | Carol Hunley       | A        | 06/22/2023     |
| Ray Stribling     | Fire           | Nancy Stribling    | B        | 07/12/2023     |
| Annelle Kiehborth | Health         | Shamblin Kiehborth | B        | 08/27/2022     |
| Quenna Eddy       | Juvenile Court | Nakitia Moore      | B        | 07/29/2023     |
| Gary Daniel       | Public Library | Tammy Daniel       | B        | 06/07/2023     |
| Linda Green       | Water Services | Rebecca Taylor     | B        | 06/20/2023     |

**BENEFIT BOARD ITEMS**

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

1. Public Comment Period.

A maximum of 10 persons who write their names on the sign-up sheet provided at the meeting will be allowed to comment on matters that are germane to items on the Agenda. Comments are limited to a maximum of two (2) minutes per person. To provide comment, you must sign up prior to the end of Item D on the Agenda.

There were no public comments.

2. Investment Committee Experience Study.

Christina Hickey reported to the Board that at the June 2022 Investment Committee meeting, the Investment Committee approved Finance to issue an RFP to hire an actuarial firm to conduct an independent review of the current actuary, USI. She stated that Athena, the independent actuarial firm that was awarded the contract, will present an Experience Study of USI to the Board and the Board will need to vote to accept the report or otherwise act upon the report.

It was noted that this information from this independent third party is on how USI is doing and no Board action is necessarily needed.

Nicki Eke, Legal Department, stated it is for this Board to determine going forward how to further address their recommendations.

Greg Drennan and Logan Grime, Athena Actuarial Consulting, were present. Greg Drennan stated the study was conducted over a five year period from June 30, 2017 through June 30, 2022.

Logan Grime reviewed the demographic and economic assumptions, actuarial methods and a summary of proposed changes with the Board.

\*\*\*Denotes Gilbert Gonzales leaving the meeting.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna – Mental health claims administration.

Items 3.-a. through 3.-c. were for information only.

4. Reports for your information:

- a. Social Security approvals.
- b. Privacy notice.
- c. TN Open Meetings Act.
- d. Denial log from Davies.
- e. Benefit Board expense reports.

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

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:12 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**