

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 3, 2023

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 3, 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, Shannon B. Hall, Jeremy Moseley, and Jonathan Puckett.

Members Harold W. Finch, II, Gilbert Gonzales and B.R. Hall, Sr. were 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 September 5, 2023. With no corrections, nothing further was noted, and Christine Bradley moved for approval. Jonathan Puckett 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 Wells, 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 3, for the length of time as recommended with a return to work on item 3. Tom Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Shannon Hall seconded, and the Board approved without objection.

It was suggested that item 3 be discussed separately.

The maker and the seconder of the motion were in agreement on taking item 3 separately.

On item 3 there was some discussion of approving just the disability pension or just as a return to work.

A vote was taken on the motion to approve the disability pension new requests, items 1 and 2 for the length of time as recommended and the Board approved without objection.

Tom Curtis moved for approval of the disability pension new request item 3 with a return to work. Christine Bradley seconded.

After some clarification of the return to work date on item 3 and that it needs to be included in the motion, Tom Curtis moved for approval of the disability pension new request item 3 with a return to work date of October 10th. Christine Bradley 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 4 through 6 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 6 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

It was noted that on item 6 there may be a potential injury on duty in review.

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 requests a deferral for the length of time as recommended. Shannon Hall moved for approval of the request to defer item 7 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

The pensioner was present for item 8.

Amber Tyus, Metropolitan Nashville Public Schools, (MNPS), was also present.

Dr. Kenton Dodd reported to the Board that on item 8 he recommends approval of return to work with restrictions.

The pensioner addressed the Board regarding her disability and being able to return to work.

There was some discussion regarding her restrictions being permanent and assigning vocational case management.

Amber Tyus stated that they can not accommodate the restrictions and that vocational services be explored.

After some discussion of a re-exam date and vocational services, Shannon Hall moved for approval of continuing the disability pension for six months with vocational case management. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 9 he recommends approval of return to work with no restrictions. Christine Bradley moved for approval of the recommendation of return to work with no restrictions. Jeremy Moseley seconded.

Rachel Trollinger, Water Services, was present and stated they can return the individual to work.

A vote was taken on the motion on item 9 for approval of return to work with no restrictions and the Board approved without objection.

Christina Hickey noted that there is an update on item 10.

Claire Wells, CSME Assistant, reported to the Board that on item 10 an email was received from the department requesting this item be removed.

Jamie Summers, Fire Department, stated that there were concerns with an issue that was not cleared medically. She stated he is now cleared, and we are able to return the individual to work.

No action was taken on item 10 as it was withdrawn by the department.

On the reconsideration of return to work with no restrictions, item 2 under Benefit Board items, Dr. Kenton Dodd reported to the Board that based on the new medical information he recommends return to work with restrictions.

There was some discussion of compliance with MRI testing and that it was not related to the initial disability, and they are compliant with the treatment regimen.

There was also some discussion regarding the status of the individual's current medical coverage, continuing the disability pension and requiring compliance with the testing that pertains to the disability status within a certain period of time.

There was some discussion of assigning vocational case management and what schools can accommodate.

Amber Tyus, MNPS, stated they can assist the employee.

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

Jeremy Moseley moved for approval of the recommendation on the reconsideration of return to work with restrictions. Shannon Hall seconded.

There was further discussion of the medical coverage issue.

Nicki Eke, Legal Department recommended that the Board act on the disability matter and the issue of a possible lapse of insurance is a matter that can be explored further by Human Resources and determined whether additional action needs to be taken in terms of bringing it to the Board or not.

After discussion of whether or not this would restart the 60 days, it was clarified that this is a modification of the initial decision and the 60 days would start today, a vote was taken on the motion on the reconsideration of return to work with restrictions and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Ovata V. Evans	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (May 2024), with re-exam at that time.
2.	Nicholas M. French	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2024), with re-exam at that time.
3.	Matthew E. Ross	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with a return to work.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
4.	Stephen M. Crocker	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for eight months, (June 2024), with re-exam at that time.
5.	Gary D. Foxx, Sr.	Parks	Medical	As moved, seconded, and approved, this disability pension was continued for seven months, (May 2024), with re-exam at that time.
6.	Douglas A. Pardue, II	Fire	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 - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Brandon L. O'Kelley	Sheriff	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred to the next Board meeting, (November 2023).

RETURN TO WORK WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	LaShanda M. Morgan	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for six months, (April 2024), with re-exam at that time.

RETURN TO WORK NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Lannie D. Hargrove	Water	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

OTHER – DEPARTMENTAL REQUEST TO REMOVE FROM RETURN TO WORK LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	John B. Young	Fire	In Line of Duty	This request was rescinded by the department.

RECONSIDERATION OF RETURN TO WORK NO RESTRICTIONS – Item 2 under Benefit Board items

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
	Tiffany M. Coleman	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this individual was returned to work with restrictions.

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

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

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	McClintock, Emily J.	Fire	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines

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
Yolanda Martin *	Fire	Fire District Chief	B	08/23/2023	10/01/2023
Clark Mcbroom	MNPS	DRIVER - BUS	B	09/12/2023	10/01/2023
Antrion Washington	Health	Program Spec 2	B	09/12/2023	09/28/2023
Angela Harris	Metro Action Commission	Teacher Asst	B	09/11/2023	10/11/2023
Geraldine Walker	Metro Action Commission	Teacher Asst	B	09/06/2023	09/22/2023
Tecumseh Douglas	MNPS	CLERK - LIBRARY	B	06/27/2023	08/17/2023
Vannosal Russell	MNPS	ADMIN - RECORDS SCH FIN PAY II	B	09/12/2023	10/02/2023
Vicki Gore	MNPS	PARA-PRO - EX ED	B	09/19/2023	09/29/2023
Melva Cox	General Hospital	Metro Hospital Auth Employee	B	09/08/2023	09/30/2023
Kerry Miller	Public Library	Circulation Assistant	B	08/30/2023	09/16/2023
Sandra Burton	MNPS	MGR - TRANSPORTATION EX ED	B	09/11/2023	12/31/2023
Linda Buchanan	Metro Action Commission	Program Assistant/ CSBG-LIHEAP	B	09/20/2023	11/01/2023
L.C. Greenhill Jr	State Trial Courts	Group Care Worker Sr	B	08/29/2023	10/31/2023
Thomas Childers Iii *	General Services	Equip Mechanic-Certified	B	07/27/2023	07/09/2023
Cheryl Alston *	MNPS	ED ASST - EX ED LIFE SKILLS	B	07/27/2023	08/01/2023
Jao Makor *	MNPS	PARA-PRO - EX ED	B	05/23/2023	06/01/2023
Gelal Sadiq *	MNPS	WORKER - CUSTODIAL	B	08/16/2023	
Brenda Baker *	MNPS	ASST - SCHOOL GENERAL	B	07/25/2023	09/01/2023
James Allgood *	MNPS	MONITOR - IN-SCHOOL SUSPENSION	B	08/01/2023	05/01/2022
Connie Cavender *	MNPS	Account Clerk 1	B	07/10/2023	10/01/2015
Shelby Richardson *	Criminal Court Clerk	Deputy Criminal Ct Clerk 3	B	09/13/2023	10/01/2023
Gary Shoats *	Police	Police Sergeant	B	07/25/2023	12/01/2015
Cindy Booker *	MNPS	SECRETARY/CLERK	B	08/24/2023	04/01/2023
Kerry Sales *	Fire	Fire Engineer	B	07/17/2023	08/07/2023
Tammy Day *	Health	Human Resources Analyst 3	B	08/26/2023	01/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Rehana Hashimi	Health	B	09/01/2023
Linda Anderson	BEN Metro Pension Plan-A&B	A	09/01/2023
Ronald Purdom	Public Works	B	09/01/2023
Carolyn Mclemore	MNPS	B	
J Walton Jr	Sheriff	B	09/01/2023

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Paul Simpson	Sheriff	Service With Option	B	09/01/2023	Option A	
Barbara Demonbreun	Fire	P&F Service Pen Without Option	B	07/13/2023	Normal	3
Robert Carrigan Iii	Police	P&F Service Pen With Option	B	09/01/2023	Option A	3
Robert Morris	Police	P&F Service Pen With Option	B	08/09/2023	Option A	
Frank Ragains Jr	Police	P&F Service Pen Without Option	B	08/12/2023	Normal	2

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

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Cherita Bass	Sheriff	Early Service Without Option	B	07/16/2023	Normal	
Barbara Rogers	MNPS	Service Without Option	B	05/26/2023	Normal	
Gail Mondelli	MNPS	Service With Option	B	07/06/2023	Option B	
Vivian Kirk	MNPS	Service With Option	B	05/25/2023	Option A	
Kimberly Ward	MNPS	Early Service Without Option	B	05/19/2023	Normal	
Tecumseh Douglas	MNPS	Service Without Option	B	08/17/2023	Normal	
Sherrie Reid	MNPS	Service With Option	B	07/01/2023	Option E	
Bruce Kessler	General Sessions Court	Service Without Option	B	09/01/2023	Normal	
Emily Harris	Clerk and Master	Service Without Option	B	08/11/2023	Normal	
Shekeeta Haynes	MNPS	Service With Option	B	05/31/2023	Option E	2
Peggy Martin	MNPS	Service Without Option	B	05/26/2023	Normal	3
Richard Gibson Jr	Sheriff	Early Service With Option	B	07/28/2023	Option A	
Wade Hill	Codes Administration	Service With Option	B	08/02/2023	Option A	
Deana Hart	General Hospital	Early Service With Option	A	08/02/2023	Option B	
Chad Snow	Fire	Early Service With Option	B	07/25/2023	Option D	
Loren Personett Jr	Parks	Service With Option	B	08/02/2023	Option A	
Blain Smith	Parks		B	09/01/2023	Option E	
Brenda Baker	MNPS	Service Without Option	B	09/01/2023	Normal	
James Allgood	MNPS	Service With Option	B	01/01/2023	Option E	
Deborah Williams-Carney	Bordeaux Long Term Care	Service With Option	B	01/01/2023	Option F	
Deestin Spence	Sheriff	P&F Service Pen With Option	B	08/01/2023	Option B	
Kerry Sales	Fire	P&F Service Pen With Option	B	09/01/2023	Option A	
Kevin Penney	Mayor's Office	Service With Option	B	09/01/2023	Option A	
Rachel Taylor	Sheriff	Service Without Option	B	08/01/2023	Normal	
Gary Shoats	Police	P&F Service Pen 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

Employee	Department	Plan A/B	Case Type
Michael Campbell	Sheriff	B	QDRO Pensioner

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Michael Farley	Water Services	Sherry Farley	B	09/07/2023
Ernie Brooksher Jr	Water Services	Janis Hutcheson	B	08/16/2023
Barbara Cumming	MNPS	Tara Gray	B	08/29/2023
Jeffrey Yant	Water Services	Melanie Yant	B	08/23/2023
Peggy Jones	MNPS	William Jones	A	08/06/2023
Raymond Jackson	Public Works	Judy Jackson	B	09/07/2023
William Steele Jr	Codes Administration	Patricia Steele	B	08/23/2023
Bobby Huff	Codes Administration	Margaret Huff	B	08/22/2023
Charles Lindaman	Fire	Gayle Lindaman	B	08/19/2023
William Reese	Fire	Karen Reese	B	08/18/2023
Raymond Barrett	Election Commission	Deborah Barrett	B	08/23/2023
Ernest Rigsby	District Attorney	Patricia Biggs	A	09/12/2023

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. Reconsideration for return to work with no restrictions for employee from Metropolitan Nashville Public Schools (MNPS).

Christina Hickey reported to the Board that at the July 2023 Board, the Board returned this MNPS employee to work with no restrictions and the employee has requested for the Board to reconsider their July 2023 decision. She stated that in addition to the reconsideration request, this individual has been advised that she provide additional medical information in support of this reconsideration. She also noted that the Board must vote to reconsider this item before proceeding.

Jeremy Moseley moved to reconsider. Jonathan Puckett seconded, and the Board approved with Edna Jones and Christine Bradley opposed.

Action on this item was discussed with the disability pension recommendations.

3. Cigna and Hospital Corporation of America (HCA).

Christina Hickey reported to the Board that the contract negotiations have concluded, and they have come to an agreement.

Paul Huffman, Cigna, was present. He reported to the Board that they have come to an agreement effective October 1st with an extension to November 14th to get the agreement signed.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Cigna pharmacy clinical update.

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

5. Reports for your information:

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

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

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:22 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board