

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**December 5, 2023**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 5, 2023 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Kevin Crumbo, \*G. Thomas Curtis, \*\*Harold W. Finch, II, \*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.

Chair Edna Jones noted that there is additional medical information for item 2 under disability pensions, there is a late item agenda, and the ethics training will be moved to the end of the agenda.

**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 November 7, 2023. With two corrections, nothing further was noted, and Jonathan Puckett moved for approval. B.R. Hall seconded, and the Board approved with Jeremy Moseley abstaining.

#### **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 approvals/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 with a return to work with restrictions.

\*Denotes the arrival of G. Thomas Curtis and Gilbert Gonzales.

The employee was present.

Bridgette Tubbs Jones, Metropolitan Nashville Public Schools, (MNPS), was also present.

The employee read a statement to the Board regarding her disabling condition.

Bridgett Tubbs Jones, (MNPS), stated they can return her to work with restrictions.

There was some discussion of assigning case management to help her with getting the ongoing care she needs and that some of her symptoms are not related to the injury on duty.

\*\*Denotes the arrival of Harold F. Finch, II.

Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 1 with a return to work with restrictions and case management services. Jonathan Puckett seconded, and the Board approved with Harold Finch opposed.

Dr. Kenton Dodd reported to the Board that based on the receipt of the additional information he recommends approval of the disability pension new request, item 2, for the length of time as recommended, (June 2024). B.R. Hall moved for approval of the recommendation to approve the disability pension new request, item 2 for the

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

length of time as recommended, (June 2024). Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 3 he has not received any information related to the injury on duty claim for the request.

After some discussion of obtaining the medical records for this request and that it has been deferred once before, Jonathan Puckett moved to defer item 3 to the next Board meeting. Shannon Hall seconded, and the Board approved without objection.

The employee was present for item 4 and addressed the Board regarding his condition.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 4 for the length of time as recommended, (June 2024).

After some discussion of assigning vocational case management, Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 4 for the length of time as recommended, (June 2024), with vocational case management. Shannon Hall seconded.

After some discussion that the vocational case management would be voluntary and a longer re-exam date of one year, a vote was taken on the motion to approve the disability pension new request, item 4 for the length of time as recommended, (June 2024), with voluntary vocational case management and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 and 6 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5 and 6 for the length of time as recommended. Tom Curtis seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 7 he requests a deferral for two months. B.R. Hall moved for approval of the request to defer item 7 for two months. Jonathan Puckett seconded, and the Board approved without objection.

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

Bridgette Tubbs Jones, (MNPS), stated they will work with them to find a suitable position based on the restrictions.

Tom Curtis moved for approval of the recommendation of return to work with restrictions on item 8. Christine Bradley seconded, and the Board approved without objection.

The disability pensioner and Michael Barnes, attorney, were present for item 9.

Sue Bibb and Christi Sawyers, Police Department, were present.

Dr. Kenton Dodd reported to the Board that on item 9 he recommends approval of return to work.

Michael Barnes addressed the Board regarding the individual's conditions and returning her to work again.

Sue Bibb, Police Department, stated that if she is returned to work it would be in the same position that she was not that successful in.

After some discussion of the individual's medical conditions, cognitive challenges, medications, assigning vocational case management, previous assessments and evaluations and the ability to do her job functions,

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

B.R. Hall moved to continue the disability pension item 9 for one year with vocational case management. Christine Bradley seconded.

After some discussion of a shorter re-exam date, the motion was amended to a six months re-exam date and a vote was taken on the motion to continue he disability pension item 9 for six months with vocational case management and the Board approved with Harold Finch opposed.

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work.

Byron Grizzle, Sheriff’s Office, was present and stated they can return them to work.

Tom Curtis moved for approval of the recommendation of return to work. Harold Finch seconded, and the Board approved with Gilbert Gonzales not voting.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends approval of return to work with restrictions.

Byron Grizzle, Sheriff’s Office, stated they can return them to work.

Tom Curtis moved for approval of the recommendation of return to work with restrictions. Jeremy Moseley seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 12 the department is requesting they be removed from the return to work list. He stated that he is recommending to remove them from the return to work list with a return to work with restrictions based on the new medical information that has restrictions.

Bridgette Tubbs Jones, (MNPS), stated they will work with them to find a position possibly in another area based on the restrictions.

Tom Curtis moved for approval of the recommendation of removing them from the return to work list with a return to work with restrictions based on the new medical information that has restrictions. Harold Finch seconded, and the Board approved without objection.

Christina Hickey reported to the Board that there is a new reporting mechanism for those that are receiving Social Security and in speaking with the Legal Department they are now being reported on the disability spreadsheet.

Shannon Hall moved for approval of the Social Security approvals, items 13-16 to be removed from the re-exam list with no further review. Tom Curtis seconded, and the Board approved without objection.

Christine Bradley moved for approval of the Social Security approval item 17, to be removed from the return to work list with no further review.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
1.	Marie R. Borno	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with a return to work and case management.
2.	William C. Bryan	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (June 2024), with re-exam at that time.

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

**NEW REQUESTS: (continued)**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Joseph E. Francescon	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.
4.	Matthew M. Gilmore	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with vocational case management for one year, (December 2024), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Brian A. Jackson	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (December 2024), with re-exam at that time.
6.	Amber M. Rumsey	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (June 2024), with re-exam at that time.

**REEXAMINATIONS - DEFER:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Corey P. Daniel	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (February 2024).

**RETURN TO WORK – WITH RESTRICTIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Eva R. Franklin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

**RETURN TO WORK – NO RESTRICTIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Paula C. Barnes	Police	Medical	As moved, seconded, and approved, this disability pension was continued with vocational case management for six months, (June 2024), with re-exam at that time.

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

**RETURN TO WORK – NO RESTRICTIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
10.	Brandon L. O’Kelley	Sheriff’s Office	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

**REQUEST - RETURN TO WORK WITH RESTRICTIONS – NON-SWORN:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
11.	Michael J. Toews	Sheriff’s Office	In Line of Duty	As moved, seconded, and approved, this return to work request was approved.

**REQUEST – REMOVE FROM RETURN TO WORK LIST:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
12.	Matthew E. Ross	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this individual was removed from the return to work list and returned to work with restrictions.

**SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
13.	Debra A. Benson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
14.	Hajija R. Ghazi	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
15.	Kim M. McBee	Parks	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
16.	Evella R. Richardson	Metropolitan Nashville Public Schools	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 approvals/referrals)**

**SOCIAL SECURITY APPROVALS - REMOVE FROM RETURN TO WORK LIST:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
17.	Mary E. Searcy	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pensioner was removed from the return to work list and the disability pension was continued without stipulation of scheduled re-exam.

**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. Jonathan Puckett seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME Recommendation	Comments
1	Davis, Ronnie A., Jr.	Sheriff	Pension Approval	Yes	Yes	Evaluation, May Meet SSA 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
Jeffrey Hudson	Fire	Fire Fighter 2	B	11/07/2023	12/31/2023
Lydia Yohannes	MNPS	TRANSLATOR - PARENT OUTREACH	B	08/10/2023	12/31/2023
Wanda Allen	Police	Police Operations Coord 1	B	08/09/2023	10/18/2023
Alton Lincoln	Water Services	Indust Tech Master	B	10/27/2023	12/09/2023
Danny Newman	Sheriff	Sheriff Warrant Officer 1	B	09/27/2023	10/31/2023
Gary Roseti	Water Services	Technical Specialist 1	B	09/29/2023	12/01/2023
Scott Carter	Police	Police Sergeant	B	10/31/2023	12/16/2023
John Bourque	Police	Police Sergeant	B	10/11/2023	11/29/2023
Stephen Thompson	Water Services	Indust Tech Master	B	11/09/2023	12/30/2023
Tammie Schultz	MNPS	Para-Pro Ex Ed One to One	B	11/02/2023	12/21/2023
Essie Robertson	Finance	Compliance Monitor Senior	B	11/14/2023	11/15/2023
Isaac Grace Jr	Sheriff	Technical Specialist 2	B	08/17/2023	11/04/2023
Charles Ervin	Water Services	Water Services Asst Manager	B	08/23/2023	09/29/2023
Barry Kidd	Sheriff	Admin Svcs Mgr	B	11/07/2023	01/01/2024
Vicki Cothron	MNPS	CASHIER - CLUSTER LD	B	10/20/2023	11/03/2023
Donald Reid	Public Works	Admin Svcs Diviison Manager	B	11/03/2023	11/04/2023
Brian Otto	Police	Police Officer 2	B	06/13/2023	10/24/2023
Linda Buchanan	Metro Action Commission	Program Assistant/ CSBG-LIHEAP	B	09/20/2023	11/01/2023
Leo Smiley II	Water Services	Compliance Inspector 2	B	11/02/2023	11/02/2023
Diedra Freeman	Health	Public Hlth Nurse Practitioner	B	11/07/2023	12/30/2023
Vetina Davis	General Hospital	Metro Hospital Auth Employee	B	10/25/2023	01/01/2024

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

**Service (continued)**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Margaret Nevils	General Sessions Court	Admin Asst	B	11/02/2023	12/29/2023
Alice Carter-Bellard	Health	Office Support Spec 2	B	07/27/2023	12/23/2023
Angela Harris	Metro Action Commission	Teacher Asst	B	09/11/2023	10/11/2023

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Denise Cothran	Fire	B	11/01/2023
Nartasha Bacon	MNPS	B	11/01/2023
Joe Hurt	Circuit Court Clerk	B	11/01/2023

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Shelby Richardson	Criminal Court Clerk	Service Without Option	B	10/01/2023	Normal	
Edward Thurman Sr	Water Services	Service With Option	B	10/17/2023	Option E	
Melissa Crutchfield	State Trial Courts	Early Service Without Option	B	09/13/2023	Normal	
Elizabeth Heathcock	Assessor of Property	Service With Option	B	10/21/2023	Option E	1
Clark Mcbroom	MNPS	Service With Option	B	10/03/2023	Option E	
Patricia Upchurch	MNPS	Service With Option	B	09/29/2023	Option F	
Vannosal Russell	MNPS	Service With Option	B	10/03/2023	Option B	
Vicki Gore	MNPS	Service With Option	B	09/30/2023	Option A	
Mary Nodjak	MNPS	Service With Option	B	09/29/2023	Option A	
Gary Parrish	Water Services	Service With Option	B	10/14/2023	Option A	
Mark Jurkovich Iii	Mayor's Office	Service Without Option	B	10/21/2023	Normal	
L.C. Greenhill Jr	State Trial Courts	Service Without Option	B	10/28/2023	Option F	
Mary Davis	Trustee	Survivor Option From Service	B	09/30/2023	Option B	1
Tammy Lyng	Information Technology Service	Early Service Without Option	B	10/21/2023	Normal	
Geraldine Walker	Metro Action Commission	Service Without Option	B	09/23/2023	Normal	
Leon Mcarthur	Sheriff	P&F Service Pen With Option	B	05/01/2023	Option A	
Ronda Sims	General Hospital	Service Without Option	B	11/01/2023	Normal	
Cheryl Alston	MNPS	Service With Option	B	08/01/2023	Option D	
Karen Lee	MNPS	Service With Option	B	11/01/2023	Option D	
Martha Emeson	Parks	Service Without Option	B	01/01/2023	Normal	
Penny Weems	Sheriff	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**

Employee	Department	Plan A/B	Case Type
Brian Lamb	Police	B	QDRO Non-Pensioner

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

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Morris Pate	Fire	Donna Pate	B	10/28/2023
Darryl Schutt	Water Services	Hazel Schutt	B	11/06/2023

**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. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2024.

Christina Hickey reviewed the procedures as outlined in the Board by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2024 and opened the floor to nominations.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2024. Harold Finch seconded.

A vote was taken on the nomination of Edna Jones for Chair and the Board approved with Gilbert Gonzales opposed.

Shannon Hall nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2024. Gilbert Gonzales seconded.

A vote was taken on nomination of Christine Bradley for Vice-Chair and the Board approved without objection.

3. Annual Ethics training for Benefit Board.

This item was moved to the end of the agenda and was not televised.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Cigna – Network change – Community Health System.

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. Annual report to Council.
- f. Voluntary insurance annual reports.

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

6. Late item - Cigna Vanderbilt discussion.

Paul Huffman, Cigna, reported to the Board that they are in discussions with Vanderbilt medical center and the behavioral facility. He stated that both contracts have a January 1<sup>st</sup> end date and the medical center contract could possibly be resolved by close of business today. He stated that with the behavioral contract letters have been sent to the 180 affected members.

The Board discussed having been through this before and the willingness of the parties to find a resolution, and any ways to prevent this from happening in the future.

At this time the Board took a five minute break and then resumed with the ethics training.

3. Annual Ethics training for Benefit Board.

This training was conducted by Nicki Eke and Courtney Mohon, Legal Department.

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**