

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 4, 2024
(Rescheduled from January 2, 2024)

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Thursday, January 4, 2024, in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:34 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: *G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, Jonathan Puckett, and Robert Weaver.

Members Kevin Crumbo and Gilbert Gonzales 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.

At this time Edna Jones welcomed new member Robert Weaver to the Board.

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 December 3, 2023. With no corrections, nothing further was noted and Jonathan Puckett moved for approval. Robert Weaver 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 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 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 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, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that after review of some additional medical information he recommends approval of the disability pension new request, item 2 for the length of time as recommended (six months).

The employee was present and addressed the Board regarding the request and his condition.

Christine Bradley moved for approval of the recommendation to approve the disability pension new request, item 2 for the length of time as recommended (six months). Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of return to work with accommodations on item 3.

*Denotes the arrival of G. Thomas Curtis.

David Hines, Metropolitan Nashville Public Schools, (MNPS), was present and stated they are able to work on accommodations to return them to work.

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

Jonathan Puckett moved for approval of the recommendation of return to work on item 3 with accommodations. Harold Finch seconded, and the Board approved with Tom Curtis not voting.

Edna Jones noted that some additional information has been presented on items 4 and 5.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination item 4 without stipulation of re-exam. B.R. Hall moved for approval of the recommendation to continue the disability pension reexamination item 4 without stipulation of re-exam. Harold Finch seconded, and the Board approved with Tom Curtis abstaining.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination, item 5 for the length of time as recommended (six months). Christine Bradley moved for approval of the recommendation to continue the disability pension reexamination, item 5 for the length of time as recommended (six months). B.R. Hall seconded, and the Board approved without objection.

B.R. Hall moved for approval of the Social Security approval, item 6 to be removed from the re-exam list with no further review. Jonathan Puckett seconded, and the Board approved without objection.

On the request to terminate disability pension item 2, under Benefit Board items, Claire Wells, reported to the Board that the disability pensioner has requested to have the injury on duty disability pension terminated as they no longer wish to continue with vocational support, and they have found employment outside of Metro.

The Board discussed pension credit, communications with the pensioner, and no longer accruing pension credit once it's terminated as they are not currently vested.

B.R. Hall moved to defer item 7 to make sure that they fully understand the implications of terminating the pension. Tom Curtis seconded.

After confirmation with Human Resources staff that the implications have thoroughly been explained to the pensioner, being released to return to work, her current re-exam date, and requiring case management, B.R. Hall withdrew his motion.

Shannon Hall moved to terminate the in line of duty disability pension, item 7 per the pensioner's request. Tom Curtis seconded, and the Board approved with B.R. Hall opposed.

At this time Claire Wells gave an administrative update on a disability pensioner's monthly monitoring.

On the reconsideration, item 3 under Benefit Board items, Christina Hickey reported to the Board that at the November 2023 Board, the Board returned this MNPS employee to work with restrictions and this employee has requested for the Board to reconsider their November 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 which has been supplied. She also noted that the Board must vote to reconsider this item before proceeding.

B.R. Hall moved to reconsider item 3 under Benefit Board items. Jonathan Puckett seconded, and the Board approved with Robert Weaver abstaining.

Dr. Kenton Dodd reported to the Board that his recommendation has not changed, and he still recommends return to work with accommodations. He stated that the new information did indicate some medical clearing of some of the previous issues that were affecting her, and it also indicated a slight change in visual acuity. He also noted that there might be some challenges with transportation.

David Hines, MNPS, stated they are ready to accommodate the individual.

Harold Finch moved for approval of returning the individual to work with accommodations.

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

After some discussion regarding the difficulties with transportation and taking those factors into consideration along with whether or not she can perform the essential functions of her current position with accommodations and assigning case management, Harold Finch withdrew his motion.

Harold Finch moved to remove the individual from the return-to-work list and continue the disability pension for three months with case management. Shannon Hall seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Antranette Matthews	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for four months, (May 2024), with re-exam at that time.
2.	Joseph E. Francescon	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.

RETURN TO WORK – WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Robert A. Group	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pensioner was returned to work.

OTHER – TO BE DETERMINED:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
4.	Elizabeth M. Berry-Loucks	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
5.	Maria C. Tripp	Fire	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.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	David R. Farris, II	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)

REQUEST FROM DISABILITY PENSIONER TO TERMINATE IN LINE OF DUTY DISABILITY PENSION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Ashley R. Brown	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension was terminated per the pensioner's request.

RECONSIDERATIONS – RETURN TO WORK WITH RESTRICTIONS:

	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 individual was removed from the return to work list and the disability pension was continued for three months, (March 2024), with vocational case management.

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	Gilmore, Matthew M.	Fire	Pension Approval	Yes	Yes	Evaluation

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Jonathan Rodgers *	Sheriff	Correctional Officer 1	B	11/27/2023	01/01/2024
Augusta Bostic	MNPS	PARA-PRO - EX ED	B	12/13/2023	12/19/2023
William Kostrub	Juvenile Court	Warrant Officer 2	B	11/15/2023	03/01/2024
Cynthia Crum	MNPS	CLERK - ACCTG SR	B	08/11/2023	11/01/2023
Christopher Gaines	MNPS	DRIVER - BUS	B	12/13/2023	01/13/2024
Betty League	MNPS	DRIVER - BUS	B	12/05/2023	12/09/2023
Tracy Black	MNPS	CASHIER - CLUSTER LD	B	12/06/2023	01/01/2024
Nita Keith	Sheriff	Treatment Counselor	B	12/05/2023	12/09/2023
Jacqueline Knight	General Hospital	Metro Hospital Auth Employee	B	11/30/2023	12/18/2023
Rita Winfrey	General Services	Application Tech 3	B	12/14/2023	12/30/2023
Donald Black	Assessor of Property	Appraiser 4	B	12/06/2023	01/01/2024
Kimberly Mccarthy	Police	Police Officer 2	B	11/14/2023	12/28/2023
James Johnson	Police	Police Officer 2	B	12/12/2023	12/18/2023

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
Victor Reeves	Fire	Fire Fighter/Paramedic	B	12/01/2023	12/27/2023
Darren Hampton	Fire	Fire Captain	B	12/04/2023	11/30/2023
William Ramsey	Fire	Fire Commander	B	11/27/2023	12/27/2023
Billy Fields	Public Works	Admin Svcs Diviison Manager	B	12/19/2023	02/03/2024
Josie Bass	Planning Commission	Admin Svcs Officer 2	B	11/28/2023	12/30/2023
David Christian	Fire	Fire Captain	B	11/30/2023	12/30/2023
Mary Leath	Public Defender	Legal Secretary 2	B	12/06/2023	01/06/2024
James Simpson	Fire	Fire District Chief	B	12/05/2023	12/13/2023
Connie Chitwood	Information Technology Service	Admin Svcs Mgr	B	10/04/2023	01/05/2024
Terry Charlton	Water Services	Utility Engineer Tech Sr	B	11/13/2023	01/03/2024
Grant Carroll	Police	Police Lieutenant	B	11/28/2023	12/31/2023
Johnny Perry	Parks	Park Police 2	B	11/27/2023	12/31/2023
Lovie Hurt Jr	General Sessions Court	Judicial Asst 2	B	11/22/2023	11/18/2023
Sherry West *	MNPS	ED ASST - PRE-K	B	11/08/2023	12/01/2023
Fred Frazier Jr *	NCAC	Career Coach-NCAC	B	11/25/2023	12/01/2023
Barbara Sadler *	Bordeaux Long Term Care	Laundry Tech	B	12/08/2023	04/01/2019
Terry Corn *	Sheriff	Admin Svcs Officer 4	B	12/07/2023	11/01/2023
Carla Underwood *	Health	Public Health Nurse 2	B	11/20/2023	08/01/2015
Jayne Binkley *	Criminal Court Clerk	Deputy Criminal Ct Clerk 3	B	12/18/2023	01/01/2024
Terry Poss *	MNPS	DRIVER - BUS	B	10/25/2023	12/01/2023
George Phillips *	NCAC	Career Dev Mgr-NCAC	B	10/03/2023	11/01/2023
Kenneth Mann *	Health	Animal Care & Control Supv	B	11/24/2023	11/01/2023
Younis Younis *	MNPS	WORKER - CUSTODIAL	B	11/22/2023	01/01/2023

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Princess Martindale	Water Services	B	12/01/2023
Jerry Lee Jr	Fire	B	11/01/2023
Charles Link Jr	Circuit Court Clerk	A	12/01/2023

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
James Hill	MNPS	Service Without Option	B	11/01/2020	Normal	
Glenn Mohon	General Services	Service Without Option	B	11/18/2023	Normal	
Brenda Hartman	MNPS	Service Without Option	B	11/09/2023	Normal	
Essie Robertson	Finance	Service Without Option	B	11/15/2023	Normal	
Isaac Grace Jr	Sheriff	Service Without Option	B	11/04/2023	Normal	
Sandra Burton	MNPS	Service Without Option	B	11/01/2023	Normal	3
Donald Reid	Public Works	Service With Option	B	11/04/2023	Option A	
Katrina Echols	Health	Service Without Option	B	10/28/2023	Normal	
Brian Otto	Police	P&F Service Pen Without Option	B	10/25/2023	Normal	
Linda Buchanan	Metro Action Commission	Service Without Option	B	11/01/2023	Normal	
John Bourque	Police	P&F Service Pen With Option	B	11/29/2023	Option B	
Alan Finchum	Police	P&F Service Pen With Option	B	10/17/2023	Option A	2
Mitchell Fuhrer	Police	P&F Service Pen With Option	B	11/01/2023	Option F	3
David Sisk	Police	P&F Service Pen Without Option	B	10/21/2023	Normal	3
John Ford III	Sheriff	P&F Service Pen Without Option	B	11/02/2023	Option F	
Danny Newman	Sheriff	P&F Service Pen Without Option	B	11/01/2023	Normal	
Mark Mittermeier	Police	P&F Service Pen With Option	B	11/01/2023	Option B	
Wanda Allen	Police	Service With Option	B	10/18/2023	Option A	
George Phillips	NCAC	Service With Option	B	11/01/2023	Option E	
Carla Underwood	Health	Service Without Option	B	08/01/2015	Normal	
Terry Poss	MNPS	Service With Option	B	12/01/2023	Option A	
Connie Cavender	MNPS	Survivor Option From Service	B	12/01/2023	Option D	
Francis Kovac	Fire	P&F Service Pen With Option	B	04/01/2023	Option E	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Kenneth Mann	Health	Service Without Option	B	11/01/2023	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
Danny Newman	Sheriff	B	QDRO Pensioner

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
James Young II	Fire	Michele Young	B	12/15/2023
Ricky Woodard	General Hospital	Sharon Peters	B	11/30/2023
Overton Merritt Jr	Police	Mildred Merritt	B	11/25/2023
Larry Pennington	Police	Jacqueline Pennington	B	10/20/2023
Nestler Bernard Jr	Fire	Linda Bernard	B	11/22/2023
William Northern	Fire	Sonja Northern	B	11/23/2023
James Morrell	Juvenile Court	Brenda Morrell	B	11/24/2023
Francis Ferguson	Police	Linda Ferguson	A	11/25/2023
Ralph Jenkins	Water Services	Linda Jenkins	B	11/22/2023
William Halpin Jr	MNPS	Margaret Halpin	B	11/18/2023

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. Request from disability pensioner to terminate in line of duty disability pension.

This item was acted upon accordingly under section C. - Disability pensions.

3. Reconsideration for return to work with restrictions for employee from Metropolitan Nashville Public Schools (MNPS).

This item was acted upon accordingly under section C. - Disability pensions.

4. Presentation of Resolution.

A resolution was presented to Jeremy Moseley acknowledging his service to the Board.

5. In Line of Duty Committee report: (Chair: Jonathan Puckett; Vice-Chair: Christine Bradley; Members: G. Thomas Curtis and Edna Jones. Alternates: Shannon B. Hall and Jeremy Moseley)

Christina Hickey reported to the Board that the In Line of Duty, (IOD), Committee met on December 11, 2023 to deliberate on 7 IOD medical care requests. She stated that items 3, 6, and 8 were deferred until the next IOD Committee and the Committee's actions are outlined below along with the Committee meeting 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 December 11, 2023 IOD Committee meeting. With no corrections, Shannon Hall moved for approval of the IOD Committee minutes. Tom Curtis seconded, and the Committee minutes were approved without objection.

Kimberly Binkley and Vickie Hampton, Davies, were present.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 2, the IOD medical care request for the employee from the Fire Department, the Committee had a tie vote and therefore has no recommendation to the Board.

After some discussion of not knowing all the aftereffects of COVID, Edna Jones moved to overturn the denial. B.R. Hall seconded and the motion failed with Edna Jones, B.R. Hall and Jonathan Puckett in favor and Tom Curtis, Harold Finch, Shannon Hall, and Christine Bradley opposed and Robert Weaver not voting.

After some discussion of COVID there not being a presumption for hearing loss, COVID not being related to hearing loss and the specialists statement indicating that he has not seen this particular diagnosis related to COVID, Shannon Hall moved to uphold the denial by Davies. Christine Bradley seconded, and the Board approved with Tom Curtis, Harold Finch, Shannon Hall, and Christine Bradley in favor and Edna Jones, B.R. Hall and Jonathan Puckett opposed and Robert Weaver not voting.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 4, the IOD medical care request for the employee from the Fire Department, the Committee recommended to overturn the denial and approve this claim.

B.R. Hall moved for approval of the Committee's recommendation to overturn the denial and approve this claim. Edna Jones seconded, and the Board approved with Robert Weaver abstaining.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 5, the IOD medical care request for the employee from the Fire Department, the Committee recommended to uphold the denial of this claim.

Christine Bradley moved for approval of the Committee's recommendation to uphold the denial of this claim. Shannon Hall seconded, and the Board approved with Robert Weaver abstaining.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 7, the IOD medical care request for the employee from the Fire Department, the Committee recommended to overturn the denial and approve this claim.

B.R. Hall moved for approval of the Committee's recommendation to overturn the denial and approve this claim. Tom Curtis seconded, and the Board approved with Robert Weaver abstaining.

6. Medical PPO plan office visit copay for therapeutic/rehabilitative/habilitative services.

Christina Hickey reported to the Board that at the November 2023 Study Session, Metro Human Resources presented information regarding PPO plan copays for therapeutic/rehabilitative/habilitative services due to ambiguity in the plan document and administration by BlueCross BlueShield. She stated that in light of the

6. Medical PPO plan office visit copay for therapeutic/rehabilitative/habilitative services. (continued)

attached Legal opinion, Human Resources would like to provide clarity in the PPO plan document to exclude copays for these services going forward. She stated this clarification will keep benefits consistent for members and should not cause a financial impact to Metro as this is how the plan has been previously administered.

Christine Bradley moved for approval of excluding copays for these services. Tom Curtis seconded, and the Board approved without objection.

7. Benefits consulting services request for proposal.

Christina Hickey reported to the Board that the Purchasing Division is completing the procurement process for the Benefits Consulting Services request for proposals (RFPs) and will update the Board on the status of the award subject to the Board's approval.

Zach Kelley, Purchasing, reviewed the procurement process. He stated that one offer was received an intent to award was issued to Deloitte, who is the current vendor for this service.

Tom Curtis moved for approval of the award. Harold Finch seconded, and the Board approved with B.R. Hall opposed.

8. Group medical insurance – Medicare Advantage plan request for proposal.

Christina Hickey reported to the Board that the Purchasing Division is completing the procurement process for the Group Medical Insurance- Medicare Advantage Plan request for proposals (RFPs) and will update the Board on the status of the award subject to the Board's approval.

Zach Kelley, Purchasing, reviewed the procurement process. He stated that three offers were received, and two awards were made consistent with the solicitation and are currently in contract negotiations.

After some disruption of network disruption, Jonathan Puckett moved for approval of the awards. Tom Curtis seconded, and the Board approved without objection.

9. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer and Janel Donaldson, Human Resources staff, were available for any questions.

Christine Bradley moved to accept the report and have the individual's disability pensions adjusted accordingly. B.R. Hall seconded, and the Board approved without objection.

10. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. New firefighter post-traumatic stress disorder (PTSD) presumption law.

Items 10.-a. and 10.-b. were for information only.

11. Reports for your information:

- a. Social Security approvals.
- b. Terminated disability pensioner.
- c. Denial log from Davies.
- d. Benefit Board expense reports.
- e. 2024 Annual Enrollment overview.
- f. Accomplishments for 2023.

Items 11.-a. through 11.- f. were for information only.

Christina Hickey made note to disregard item 11.-b.

Ginger Hall, Human Resources Assistant Director, reviewed items 11.- e. and 11.- f. with the Board.

12. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:01 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board