

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 6, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 6, 2024, in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:31 a.m.

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

Member G. Thomas Curtis was unable to be present.

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 January 4, 2024. With one correction, nothing further was noted and Jonathan Puckett 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.

*Denotes the arrival of Shannon Hall.

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.

The employee was present for item 1.

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. Jonathan Puckett moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

The employee was present for item 2.

**Denotes the arrival of Gilbert Gonzales.

The employee addressed the Board regarding the request, the incident and ongoing issues.

Tommy Bradley, Juvenile Court, was also present. He stated that they want what's in the best interest for the employee and will support any decision made by the Board.

Dr. Kenton Dodd reported to the Board that he recommends denial of the disability pension new request, item 2 and return the individual to work. He stated that after reviewing the records and speaking with his provider he agrees the best thing is to return him to work in a supportive work environment with counseling.

There was some discussion regarding his job duties, what the treating provider states regarding his abilities to perform his duties and that what happened was not a normal part of his job.

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

After some discussion of the medical record that is before the Board, the job description and the forms that were filled out by the treating provider, Claire Wells stated that the most recent 201 Form was left out of the record and it states that “employee sent home until I guess disability is approved” and she also noted the revised mental health provider statement that was provided after making sure the provider understood what was being asked.

After some discussion of deferring this item in order to reconcile the medical record to determine what he can and can't do, his job duties, the significant trauma and vocational rehab, Harold Finch moved to approve the disability pension for six months. B.R. Hall seconded.

There was some discussion of an independent psychological evaluation, vocational rehab and a statement in the record regarding post-traumatic stress disorder.

The motion was amended to include vocational rehab.

A vote was taken on the motion on the disability pension new request item 2, to approve the disability pension for six months with vocational rehab and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 9 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 9 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for removing item 10 from the re-exam list due to Social Security approval. Harold Finch moved for approval of the Social Security approval, item 10 to be removed from the re-exam list with no further review. B.R. Hall seconded, and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|------------------|-------------------|--|--|
| 1. | Ted Frazer, III | Police | Medical | As moved, seconded, and approved, this disability pension request was approved for one year, (February 2025), with re-exam at that time. |
| 2. | Allataye A. Russ | Juvenile Court | In Line of Duty | As moved, seconded, and approved, this disability pension request was approved with case management services for six months, (July 2024), with re-exam at that time. |

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|-------------------|---------------------------------|--|---|
| 3. | Kevin L. Breeding | Police | In Line of Duty | As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam. |
| 4. | Joshua W. Culwell | Emergency Communications Center | Medical | As moved, seconded, and approved, this disability pension was continued for one year, (February 2025), with re-exam at that time. |

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

REEXAMINATIONS: (continued)

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|------------------|---------------------------------------|---|---|
| 5. | Corey P. Daniel | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time. |
| 6. | Bahia S. Ismaeel | Metropolitan Nashville Public Schools | Medical | As moved, seconded, and approved, this disability pension was continued for three months, (May 2024), with re-exam at that time. |
| 7. | Joshua T. Jent | Sheriff's Office | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for one year, (February 2025), with re-exam at that time. |
| 8. | Michael W. Mundy | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for one year, (February 2025), with re-exam at that time. |
| 9. | Mervat M. Sayeh | Metropolitan Nashville Public Schools | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for five months (July 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 |
|-----|--------------------|---------------------------------------|---|---|
| 10. | Wanda I. Feliciano | Metropolitan Nashville Public Schools | Medical | As moved, seconded, and approved, this 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. B.R. Hall seconded, and the Board approved without objection.

| Item | Name | Department | Origin of Review | CM Referral | CSME Recommendation | Comments |
|------|----------------------|------------|---|-------------|---------------------|---|
| 1 | Frazer, Ted, III | Police | Expedited Review, Pending Likely Pension Approval | Yes | Yes | Meets SSA Guidelines as "Compassionate Allowance" Condition |
| 2 | Matthews, Antranette | MNPS | Pension Approval | Yes | Yes | Evaluation, May Meet Medical-Vocational guidelines |

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

Jonathan Puckett moved for approval of the pensions. Robert Weaver seconded, and the Board approved without objection.

Service

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|--------------------------|--------------------------------|-------------------------------|----------|------------------|--------------------------|
| William Brown * | Metro Action Commission | Custodian | B | 12/15/2023 | 07/28/2023 |
| Thereza Khalil | MNPS | CASHIER - FOOD SVC | B | 01/05/2024 | 01/13/2024 |
| Frances Johnson | MNPS | SECRETARY/CLERK | B | 12/28/2023 | 12/21/2023 |
| Michael Payne | Public Library | Custodian | B | 01/03/2024 | 09/30/2023 |
| Connie Russell | MNPS | ASST - SCHOOL GENERAL | B | 12/19/2023 | 12/30/2023 |
| Timothy Russell | MNPS | OFFICER - SECURITY | B | 12/15/2023 | 11/04/2023 |
| Robert Lehn | Convention Center Authority | Dir Facilities-Convention Ctr | B | 12/28/2023 | 12/31/2023 |
| Thomas Newman | State Trial Courts | Judicial Asst 2 | B | 11/07/2023 | 12/29/2023 |
| Kim Loe | Public Library | Library Page | A | 12/05/2023 | 03/28/2023 |
| Karen Winters | General Hospital | Metro Hospital Auth Employee | B | 01/10/2024 | 02/24/2024 |
| Charles Yancey Jr | General Services | Admin Svcs Mgr | B | 12/15/2023 | 12/31/2023 |
| Angelia Dodson | MNPS | CASHIER - FOOD SVC | B | 12/21/2023 | 12/01/2023 |
| Pamela Garvey | Health | Program Spec 2 | B | 12/19/2023 | 01/02/2024 |
| Carolyn Owens | Metro Action Commission | Assistant Transportation Mgr | B | 12/19/2023 | 12/22/2023 |
| Jon Sullivan | Water Services | Utility Engineer Tech Sr | B | 12/29/2023 | 12/30/2023 |
| Arlene Collins | Metro Action Commission | Adult Ed Instructor-MAC | B | 12/22/2023 | 12/29/2023 |
| Fortress Baker | Human Resources | Human Resources Analyst | B | 12/21/2023 | 12/21/2023 |
| Denise Couch | Sheriff | Correctional Officer 2 | B | 12/20/2023 | 01/05/2024 |
| Steve Williams | Fire | Fire Engineer | B | 12/18/2023 | 12/30/2023 |
| Lisa Kinningham | Justice Integration Services | Info Systems Div Mgr | B | 12/19/2023 | 02/15/2024 |
| Ronald Teague | Fire | Fire District Chief | B | 12/18/2023 | 12/29/2023 |
| Kelvin Hopkins | Sheriff | Sheriff Warrant Officer 2 | B | 01/24/2024 | 02/02/2024 |
| Tony Wilkes | Sheriff | Chief of Corrections | B | 12/20/2023 | 01/31/2024 |
| Michael Shirley | Water Services | Finance Officer | B | 01/09/2024 | 01/16/2024 |
| Haydee Hlad * | General Hospital | Metro Hospital Auth Employee | B | 10/23/2023 | 10/01/2023 |
| Jill Mcneill * | Criminal Court Clerk | Deputy Criminal Ct Clerk 4 | B | 01/03/2024 | 01/01/2024 |
| Christopher Threalkill * | General Hospital | Dietary Specialist | B | 10/30/2023 | 09/01/2022 |
| Patricia Norris * | Health | Program Spec 3 | B | 01/10/2024 | 12/01/2023 |
| Shannon Musgrave * | Emergency Communication Center | Emer Telecommunications Off 4 | B | 10/24/2023 | 12/01/2023 |
| Deborah Mcgee * | MNPS | ASST - SCHOOL GENERAL | B | 11/08/2023 | 01/01/2024 |
| Janus Carr * | MNPS | PARA-PRO (ED ASST) | B | 11/22/2023 | 07/01/2022 |

*Deferred benefit

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|------------------|------------|----------|------------------------------|
| Michael Tyree | Fire | B | 01/01/2024 |
| Chityka Lee | MNPS | B | 01/01/2024 |
| Beverly Anderson | Parks | B | 01/01/2024 |

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | Drop Election |
|----------------------|-------------------------|--------------------------------|----------|----------------|----------|---------------|
| Janice Jones | MNPS | Service Without Option | B | 01/01/2024 | Normal | |
| Freda Cannon | MNPS | | B | 11/30/2023 | | |
| Tracy Black | MNPS | Service Without Option | B | 01/01/2024 | Normal | |
| Nita Keith | Sheriff | Service Without Option | B | 01/01/2024 | Normal | |
| Jacqueline Knight | General Hospital | Early Service Without Option | B | 01/01/2024 | Normal | |
| Alice Carter-Bellard | Health | Early Service Without Option | B | 01/01/2024 | Option D | |
| Angelia Dodson | MNPS | Service Without Option | B | 01/01/2024 | Normal | |
| Carolyn Owens | Metro Action Commission | Service Without Option | B | 01/01/2024 | Normal | 3 |
| Fortress Baker | Human Resources | Early Service Without Option | B | 12/21/2023 | Normal | |
| Nanette Young | Criminal Court Clerk | Service Without Option | B | 01/01/2024 | Normal | |
| Brian Best | Fire | P&F Service Pen Without Option | B | 01/01/2024 | Normal | 3 |
| Ali Mahdi | Sheriff | P&F Service Pen With Option | B | 01/01/2024 | Option A | |

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 |
|-------------------|--------------------------------|--------------------------------|----------|----------------|----------|---------------|
| Lydia Taylor | Sheriff | Service With Option | B | 01/01/2024 | Option D | |
| Kimberly Mccarthy | Police | P&F Service Pen Without Option | B | 01/01/2024 | Normal | 3 |
| Steve Williams | Fire | P&F Service Pen With Option | B | 01/01/2024 | Option A | |
| Victor Reeves | Fire | P&F Service Pen Without Option | B | 01/01/2024 | Normal | 3 |
| Darren Hampton | Fire | P&F Service Pen With Option | B | 01/01/2024 | Option B | 3 |
| Linda Griffin | Sheriff | P&F Service Pen Without Option | B | 01/01/2024 | Normal | |
| Jeffrey Hudson | Fire | P&F Service Pen With Option | B | 01/01/2024 | Option A | 3 |
| James Simpson | Fire | P&F Service Pen With Option | B | 01/01/2024 | Option D | 3 |
| Grant Carroll | Police | P&F Service Pen Without Option | B | 01/01/2024 | Normal | 3 |
| Angela Milliken | Emergency Communication Center | Service With Option | B | 01/01/2024 | Option A | |
| Alton Lincoln | Water Services | Service With Option | B | 01/01/2024 | Option F | |
| Jill Mcneill | Criminal Court Clerk | Service With Option | B | 01/02/2024 | Option A | |
| Fred Frazier Jr | NCAC | Service With Option | B | 01/01/2024 | Option F | |
| Sherry Colby | MNPS | Service Without Option | B | 01/01/2024 | Normal | |
| Shannon Musgrave | Emergency Communication Center | Service Without Option | B | 01/01/2024 | Normal | |
| Tony Eatherly | General Hospital | Service With Option | B | 01/01/2024 | Option A | |
| Tammy Day | Health | Service With Option | B | 01/02/2024 | Option D | |
| Janus Carr | MNPS | Service With Option | B | 01/01/2024 | Option A | |
| Janus Carr | MNPS | Service With Option | B | 01/01/2024 | Option A | |
| Jayne Binkley | Criminal Court Clerk | Service Without Option | B | 01/02/2024 | Normal | |
| Jonathan Rodgers | Sheriff | Service Without Option | B | 01/02/2024 | 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 – None to report

Survivor

| Employee | Department | Survivor Name | Plan A/B | Effective Date |
|-------------------|----------------|------------------|----------|----------------|
| Sharon Patterson | MNPS | Patterson David | B | 01/19/2024 |
| Cheryl Alston | MNPS | Jasmine Tate | B | 01/02/2024 |
| John Dougherty | Public Works | Edna Dougherty | B | 12/23/2023 |
| Kenneth Wilson | Police | Deborah Wilson | C | 01/07/2024 |
| Daniel Jackson | Water Services | Corine Jackson | B | 01/08/2024 |
| Robert English | Juvenile Court | Brandy English | B | 12/24/2023 |
| J Walton Jr | Sheriff | Arnetha Walton | B | 01/17/2024 |
| Carl Tucker | Water Services | Dorothy Tucker | B | 12/13/2023 |
| Debra Hoffman | Health | Leo Hoffman Jr | B | 12/21/2023 |
| Mary Davis | Trustee | Travana Brashers | B | 12/23/2023 |
| Kenneth Wright | Police | Eva Joyce Wright | C | 01/11/2024 |
| Hilda Hadley | Health | Shirley Matheson | B | 01/03/2024 |
| Connie Cavender | MNPS | Charlie Gregory | B | 01/21/2024 |
| James Taylor | Police | Sherry Taylor | B | 12/15/2023 |
| Larry Slaven | MNPS | Debra Slaven | B | 01/12/2024 |
| Karen Reeves | MNPS | Larry Reeves | B | 01/05/2024 |
| Homer Hibdon | MNPS | Melba Hibdon | B | 12/16/2023 |
| Linda Tyler-Goins | Health | Harold Goins | B | 01/20/2024 |
| Sharon Patterson | MNPS | David Patterson | B | 01/19/2024 |

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. Medical and Life Committee report: (Chair: Harold W. Finch, II; Vice-Chair: Gilbert Gonzales; Members: Christine Bradley, B.R. Hall, Sr., Edna J. Jones, and G. Thomas Curtis. Alternate(s): Shannon B. Hall and Jonathan Puckett)

Christina Hickey reported to the Board that the Medical & Life Committee met on January 30, 2024, to deliberate on 2 medical care requests. She stated the first is for a pensioner's dependents participation in the PPO dental plan and the second appeal is for a disability pensioner participating in the self-insured Cigna HRA plan.

Committee Chair Harold Finch asked if there were any amendments, corrections, or questions of the minutes from the January 30, 2024, Medical and Life Committee meeting. With no corrections, Christine Bradley moved for approval of the Medical and Life Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

Committee Chair Harold Finch reported to the Board that on Committee item 2, Pensioner from Finance - Appeal of pensioners' dependents' dental coverage the Committee recommends upholding the denial to add the pensioner's dependent to the dental coverage.

The pensioner was present.

Dylan Lynch, Human Resources, was present. Mr. Lynch stated that at the time of retirement in February of 2013 he had single coverage, and he added his spouse to the medical coverage and not the dental. He stated the next correspondence Human Resources had with him is in 2019 where he was requesting to add his spouse to his dental coverage, which pensioners are not able to do unless there is an eligible change in status. He also noted that every year since then he has requested to add her to the coverage.

The pensioner addressed the Board regarding the request to add his spouse to the dental coverage in order to correct a mistake that he made.

There was discussion of when the pensioner first tried to correct his mistake, any phone calls made to Human Resources, the dependent not being covered under medical or dental prior to the pensioners retirement and that he used retirement as a qualifying event to add her to the medical plan.

There was also some discussion of the election forms, violating the guidelines for a pensioner to add a dependent and studying whether or not to change those plan provisions in the future for all retirees.

Shannon Hall moved to uphold the denial to add the pensioner's dependent to the dental coverage. Kevin Crumbo seconded, and the motion failed with Shannon Hall, Christine Bradley, Harold Finch and Kevin Crumbo in favor and Gilbert Gonzales, Edna Jones, Robert Weaver, and Jonathan opposed and B.R. Hall abstaining.

Since the motion failed, Nicki Eke, Legal Department, stated that the Board has not made a decision on this particular item. She stated that when you have a tie vote it goes to Committee, however, this has already been heard by the Committee and one option is to again refer it back to the Committee or see if another motion will pass.

Edna Jones moved for this item to go back to Committee for more discussion. B.R. Hall seconded.

2. Medical and Life Committee report: (continued)

There was some discussion of what additional information could be provided to the Committee that would yield a different result.

The motion and second were withdrawn.

Harold Finch moved to send this item back to the Committee.

The motion died for lack of a second.

B.R. Hall moved to defer this item to the next Board meeting.

The motion died for lack of a second.

After some discussion of the policy regarding pensioners being able to add dependents, Shannon Hall moved to uphold the denial to add the pensioner's dependent to the dental coverage and refer the policy issue of when revisions can be made or if they can be made for pensioners to add dependents to a study session for review. Kevin Crumbo seconded, and the Board approved with Edna Jones abstaining.

***Denotes Gilbert Gonzales leaving the meeting.

Committee Chair Harold Finch reported to the Board that on Committee item 3, Disability pensioner from MNPS - Self-insured Cigna HRA plan appeal – insertion of peripheral nerve neurostimulator electrode through skin (procedure code 64555), the Committee recommends upholding the denial.

Paul Huffman, Cigna, was present for any questions.

Christine Bradley moved to uphold the denial. Shannon Hall seconded.

After some discussion regarding the medical policy and when this procedure will come back up for review a vote was taken on the motion to uphold the denial and the Board approved without objection.

3. Pension plan valuation and experience study – final results.

Christina Hickey reported to the Board that USI will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, USI, gave a summary of the experience study and valuation results. He reviewed the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions, existing gains, and losses. He reviewed a summary of the calculation of the recommended contribution rate of 12.816%.

After some discussion of additional considerations of a report from the Hackett Group, which reviews compliance, Kevin Crumbo moved for approval of a contribution rate of 12.816%. B.R. Hall seconded, and the Board approved without objection.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

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

5. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Terminated disability pensioners.
- d. Privacy notice.
- e. TN Open Meetings Act.
- f. Denial log from Davies.
- g. Benefit Board expense reports.

Items 5.-a. through 5.-g. 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 11:16 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board