

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 2, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 2, 2024 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:32 a.m.

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

Member Gilbert Gonzales was unable to be present.

Others present: Christina Hickey, Metro Human Resources, 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 March 5, 2024. 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 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.

Edna Jones noted that additional medical information has been presented on item 4.

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. Robert Weaver moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. Tom Curtis seconded.

Claire Wells noted that item 2 is being changed from medical to injury on duty, (IOD), as Davies has approved the IOD.

A vote was taken on the motion to approve the disability pension new requests, items 1 through 3 for the length of time as recommended and the Board approved without objection.

The employee was not present for item 4.

Rachael Trollinger and William Coleman, Water Services, were present.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 4. He stated that there is not enough medical information to indicate that there is a medial impairment that would prevent them from performing their duties.

Rachael Trollinger stated that they would be able to accommodate if there were any restrictions, however, they did receive a letter from the provider stating that he did have some complications that did slow down his recovery time and he could not return to work full duty until today.

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

Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 4. Tom Curtis seconded, and the Board approved without objection.

Christina Hickey stated that on item 5, she received a request to defer.

After some discussion of the benefits/income the employee is currently receiving, continuing to defer this item and the individual not being eligible for a medical disability pension, Jonathan Puckett moved to defer the disability pension new request item 5 to the next Board meeting. Robert Weaver 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 6, 7, 8, 9 and 11 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 6, 7, 8, 9 and 11 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

The employee was present for item 10. She addressed her current issues and future treatments.

Harold Finch moved for approval of the recommendation to continue the disability pension reexam, item 10 for the length of time as recommended. Tom Curtis seconded.

It was noted that if the pensioner continues being non-compliant with case management that could result in suspension of the pension check.

A vote was taken on the motion to continue the disability pension reexam, item 10 for the length of time as recommended and the Board approved without objection.

Claire Wells reported to the Board that it is recommended that item 12 be removed from the re-exam list due to Social Security approval. B.R. Hall moved for approval of the Social Security approval, item 10 to be removed from the re-exam list with no further review. Jonathan Puckett seconded, and the Board approved without objection.

On the reconsideration, item 2 under Benefit Board items, Christina Hickey reported to the Board that at the March Board, the Board denied this employee a medical disability pension and was returned to work with restrictions and has requested for the Board to reconsider their March 2024 decision. She stated that in addition to the reconsideration request, this individual has been advised that they 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 2 under Benefit Board items. Robert Weaver seconded, and the Board approved without objection.

The employee was not present.

Dr. Kenton Dodd reported to the Board that he is recommending approval of the reconsideration, item 2 under Benefit Board items, without reexam based on the new medical information.

Robert Weaver moved for approval of the disability pension new request reconsideration, item 2 under Benefit Board items. Christine Bradley seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Mitchell R. Groves	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (October 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
2.	Joshua D. King	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved as injury on duty for six months, (October 2024), with re-exam at that time.
3.	Emilio K. Phillips	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one month, (May 2024), with re-exam at that time.
4.	Lee A. Nelson, II	Water	Medical	As moved, seconded, and approved, this disability pension request was denied.
5.	Daniel L. Baker	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Demetrius N. Corlew	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (April 2026), with re-exam at that time.
7.	Nicholas M. French	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2025), with re-exam at that time.
8.	James G. Gray, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (April 2026), with re-exam at that time.
9.	Nathan R. Hibbs	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2025), with re-exam at that time.
10.	LaShanda M. Morgan	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (October 2024), with re-exam at that time.
11.	Adam R. Thomas	Police	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 REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Momolu S. Dorley, Jr.	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

RECONSIDERATION – NEW REQUEST – ITEM 2 UNDER BENEFIT BOARD ITEMS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Lullette R. Magalei	Health	Medical	As moved, seconded, and approved, this disability pension request was approved 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. Christine Bradley seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Kaylor, George R.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 11.04B
2	Magalei, Lullette	Health	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.10B

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
Sharon Deering *	Convention Center	Cvn Ctr Mkting Coord	B	01/31/2024	04/01/2024
Julia Jackson	MNPS	CASHIER - FOOD SVC	B	03/13/2024	05/17/2024
Deborah Madonna	MNPS	ASST - ENROLLMENT	B	03/11/2024	03/30/2024
Karen Bachman Culbertson	MNPS	ASST - ADMIN	B	02/28/2024	04/01/2024
Debora Deroche	MNPS	CASHIER - CLUSTER LD	B	02/27/2024	05/25/2024
Sheila Wood	MNPS	SECRETARY/CLERK	B	03/09/2024	03/19/2024
Nancy Currey	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	03/06/2024	06/29/2024
Lawrence Caruthers	MNPS	MONITOR - SCHOOL BUS	B	03/20/2024	05/17/2024
Carolyn Acton	Health	Public Health Nurse 1	B	02/26/2024	03/14/2024

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
Carol Edwards	Water Services	Admin Asst	B	02/28/2024	04/12/2024
Shelia Morris	Health	Office Support Spec 2	B	03/20/2024	04/09/2024
Pamela Ishie	Assessor of Property	Deputy Director	B	02/27/2024	03/15/2024
Laurette Kelly	Water Services	Office Support Spec 2	B	02/29/2024	04/13/2024
Cathi Phillips	General Hospital	Metro Hospital Auth Employee	B	03/21/2024	05/09/2024
Keith Kruse	Fire	Fire Captain	B	03/19/2024	04/01/2024
Elisa Putman	Convention Center Authority	Senior VP-Convention Center	B	12/20/2023	02/29/2024
Paul Harris	Police	Police Officer 2	B	03/20/2024	03/19/2024
Alice Collins	Health	Public Health Nurse 1	B	02/05/2024	02/02/2024
Shenita Freeman *	General Hospital	Registered Nurse-CC	B	02/06/2024	03/01/2024
Vicky Standley *	Parks	Deputy Sheriff 15	B	02/16/2024	02/01/2023
Connie Turner *	Caring for Children	Program Spec 3	B	01/24/2024	05/01/2022
Cynthia Terry *	General Hospital	Dir,Qual.Improv/Util.Mgt	B	01/24/2024	03/01/2024
William Medina *	Information Technology Service	Information Sys Oper Anal 2	B	03/04/2024	05/01/2024
Editha Reedy *	General Hospital	Metro Hospital Auth Employee	B	02/26/2024	03/01/2024
Chad Holman *	Police	Police Officer 2	B	02/07/2024	04/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Wanda Lawton	MNPS	B	03/01/2024
Shelia Fite Maxwell	Police	B	03/01/2024
Melissa Fauscette	MNPS	B	02/01/2024

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Randy Sloan	Health	Service With Option	B	01/01/2024	Option E	
Augusta Bostic	MNPS	Service Without Option	B	01/01/2024	Normal	

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Thereza Khalil	MNPS	Service Without Option	B	01/12/2024	Normal	
William Brown	Metro Action Commission	Service Without Option	B	01/01/2024	Normal	
William Kostrub	Juvenile Court	Early Service Without Option	B	03/01/2024	Normal	
Jennifer Smith	MNPS	Service Without Option	B	02/01/2024	Normal	
Gwendolyn Shanks	MNPS	Service Without Option	B	01/30/2024	Normal	
Charles Ervin	Water Services	Service With Option	B	01/20/2024	Option A	
Leo Smiley II	Water Services	Early Service Without Option	B	02/03/2024	Normal	
Kim Loe	Public Library	Service With Option	A	01/01/2024	Option D	
Larry Cline	Water Services	Service With Option	B	01/27/2024	Option E	1
Dwayne Butler	Sheriff	P&F Service Pen With Option	B	02/17/2024	Option B	
Donald Black	Assessor of Property	Service With Option	B	02/01/2024	Option A	
Richard Morgan Jr	Sheriff	Service Without Option	B	02/16/2024	Normal	1
Duane Denison	Public Library	Service With Option	B	03/02/2024	Option B	
Lisa Kiningham	Justice Integration Services	Service With Option	B	02/16/2024	Option A	1
Billy Fields	Public Works	Service With Option	B	02/03/2024	Option A	
Kelvin Hopkins	Sheriff	P&F Service Pen With Option	B	02/03/2024	Option F	1
Sandra Cohen	Public Library	Service Without Option	B	03/02/2024	Normal	
Barbara Sadler	Bordeaux Long Term Care	Service Without Option	B	01/01/2024	Normal	
Shenita Freeman	General Hospital	Service Without Option	B	03/01/2024	Normal	
Sophia Young	District Attorney	Service Without Option	B	01/02/2024	Normal	
Connie Turner	Caring for Children	Service Without Option	B	01/01/2024	Option C	
Charles Duke	General Hospital	Service With Option	B	01/01/2024	Option D	

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
Charles Duke	General Hospital	Service With Option	B	01/01/2024	Option D	
Cynthia Terry	General Hospital	Service Without Option	B	03/01/2024	Normal	
Haydee Hlad	General Hospital	Service Without Option	B	01/01/2024	Normal	
Wanda Hodges	MNPS	Service With Option	B	01/01/2024	Option E	
Ronald Breedlove	MNPS	Service Without Option	B	01/01/2024	Normal	
Mary Lawrence	MNPS	Service Without Option	B	01/01/2024	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

Employee	Department	Plan A/B	Case Type
Aaron Gray	Justice Integration Services	B	QDRO Pensioner/Disability

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Harold Luck Jr	Water Services	Laina Luck	B	03/13/2024
Ronald O'Donniley	Assessor of Property	Karen O'Donniley	A	03/02/2024
Ellen Seeley	Election Commission	Warren Seeley	B	02/21/2024
Veronica Baker	MNPS	Jacqueline Spencer	B	02/27/2024
Robert Kirchner Jr	Police	Beth Lovell Kirchner	B	03/05/2024
Carol Ramsey	General Hospital	William Ramsey	B	02/25/2024
William Pate	Police	Mary Pate	A	02/28/2024

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. Reconsideration for medical pension for employee from Health Department.

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

3. 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 Robert Weaver)

Christina Hickey reported to the Board that the Medical & Life Committee met on March 28, 2024, to deliberate on 4 medical care requests. She stated that item 2 was not considered as it is still under review by Cigna and the Committee's actions are being presented for the Boards action along with the Committee meeting minutes for approval by the Committee members.

Committee Chair Harold Finch asked if there were any amendments, corrections, or questions of the minutes from the March 28, 2024, Medical and Life Committee meeting. With no corrections, Christine Bradley moved for approval of the Medical and Life Committee minutes. Edna Jones seconded, and the Committee minutes were approved without objection.

Committee Chair Harold Finch reported to the Board that on Committee item 3, the Self-insured Cigna HRA plan appeal - denial of glucagon-like peptide 1 (GLP1) medications - Employee from Finance the Committee had two recommendations. He stated the first recommendation from the Committee is to recommend conducting a Study Session to look at the GLP-1's as an option for prediabetes and the second was to deny the glucagon-like peptide 1 medication for this member.

Christine Bradley moved for approval of the Committee's recommendation to conduct a Study Session to look at the GLP-1's as an option for prediabetes. Shannon Hall seconded, and the Board approved without objection.

Edna Jones moved for approval of the Committee's recommendation to deny the glucagon-like peptide 1 medication for this member. B.R. Hall seconded, and the Board approved without objection.

Committee Chair Harold Finch reported to the Board that on Committee item 4, the Self-insured BCBS PPO plan appeal - denial of coverage for multi-focal and laser astigmatism correction CSX - Pensioner from Human Resources, the Committee recommended to deny the multi-focal lenses and laser surgery for this member in this circumstance.

Edna Jones moved for approval of the Committee's recommendation to deny the multi-focal lenses and laser surgery for this member in this circumstance. Christine Bradley seconded, and the Board approved with B.R. opposed.

Committee Chair Harold Finch reported to the Board that on Committee item 5, the Self-insured Cigna PPO plan appeal - denial of J1556 Bivigam medications for dependent - Employee from MNPD the Committee recommended to cover the J1556 Bivigam medication or necessary alternative M.D./facility recommended medications for this member's dependent.

Robert Weaver moved for approval of the Committee's recommendation to cover the J1556 Bivigam medication or necessary alternative M.D./facility recommended medications for this member's dependent. Shannon Hall seconded, and the Board approved without objection.

4. 2025 Medical plan rates.

Christina Hickey reported to the Board that at the March 19, 2024, Study Session, USI presented information on the medical plan rates for 2025. She stated USI's presentation is for the Board's review and the Board will need to determine the medical plan rates for 2025.

Joseph Meyers, USI, reviewed the claims experience over the past year, the rate history, the reserves, renewal assumptions, and the rate considerations for 2025.

After some discussion of the different scenarios, demographics of the plans, using the fund balance, and setting the Medicare Advantage rates, Christine Bradley moved for approval of scenario 1, a 0% increase for Cigna PPO and 1.3% for Cigna HRA, for the medical plan rates for 2025. Kevin Crumbo seconded.

4. 2025 Medical plan rates. (continued)

After further discussion of scenario 2 being a better choice for the employees/retirees and the experience of the plans since there is now one provider, Kevin Crumbo called for the question and a vote was taken on the motion to approve scenario 1, a 0% increase for Cigna PPO and 1.3% for Cigna HRA and failed with Christine Bradley, Shannon Hall and Kevin Crumbo in favor and Tom Curtis, Harold Finch, B.R. Hall, Jonathan Puckett, and Robert Weaver opposed.

B.R. Hall moved for approval of scenario 2, a 0% increase for Cigna PPO and 0% for Cigna HRA, for the medical plan rates for 2025. Jonathan Puckett seconded, and the Board approved without objection.

5. Investment policies, procedures, and practices review – Final report.

Christina Hickey reported to the Board that at the March 19, 2024 Study Session, Finance presented information from The Hackett Group's final report for the Metropolitan Government of Nashville and Davidson County Employee Benefit System that reviewed the investment practices, policies and procedures, and plan administration of its pension fund. She stated the report is being presented for approval.

Michell Bosch, Treasurer, was present for any questions.

Kevin Crumbo stated that there is not a need for the Board as a whole to vote on this item, as it has been approved by the Investment Committee, however, he would like for the Board to affirm the decision.

Kevin Crumbo moved to accept the Hackett Group's final report that reviewed the investment practices, policies and procedures, and plan administration of Metro's pension fund and the Investment Committee's recommendation for an increase in staff to be paid for by the pension trust fund. Tom Curtis seconded, and the Board approved without objection.

6. Fiscal Year 2025 Metropolitan Employee Benefit Board Budget.

Christina Hickey reported to the Board that as discussed at the February 20, 2024, Study Session, the proposed Metropolitan Employee Benefit Board budget for fiscal year 2025 is being presented for review and approval.

Ginger Hall, Human Resources Assistant Director, Michell Bosch, Metropolitan Treasurer, and Katelyn Richie, Treasurers Office, were present for questions.

Christine Bradley moved for approval of the budget. Shannon Hall seconded, and the Board approved with B.R. Hall opposed.

7. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Legal memo – ADA Accommodation.

Items 7.-a. through 7.-c. were for information only.

Christina Hickey made note of item 7.-c.

8. 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 8.-a. through 8.-e. were for information only.

9. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:48 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board