

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 7, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 7, 2024 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, Gilbert Gonzales, B.R. Hall, Sr., Shannon B. Hall, Jonathan Puckett, and Robert Weaver.

Member Harold W. Finch, II 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 April 2, 2024. With no corrections, nothing further was noted and Jonathan Puckett moved for approval. Robert Weaver seconded, and the Board approved with Gilbert Gonzales not voting.

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 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. Christine Bradley seconded, and the Board approved without objection.

The employee's spouse was present for item 4.

Dr. Kenton Dodd reported to the Board that this request is still pending review by Davies.

The employee's spouse addressed the Board regarding her husband's condition and the request for the in line of duty disability pension.

Danny Yates, union representative, was also present.

There was some discussion of the review that is being conducted by Davies, setting a precedent without an in line of duty compensable claim and deferring this item.

Jonathan Puckett moved to defer this item until a decision has been made by Davies. Shannon Hall seconded, and the Board approved without objection.

Christina Hickey noted there is new information for item 5.

The employee and his spouse were present for item 5.

Dr. Kenton Dodd reported to the Board that the additional medical records indicate an impairment that would prevent him from performing his duties. He stated that he recommends approval of the disability pension new

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

request, item 5 as medical for the length of time as recommended (six months). He also noted that there is an in line of duty claim pending.

The employee addressed the Board regarding the request and stated that his injury on duty from 2015 has been exacerbated by the new condition.

The employee's spouse also addressed the Board regarding the request.

Robert Weaver moved for approval of the recommendation to approve the disability pension new request, item 5 as medical for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

The employee and his spouse were present for item 6.

Dr. Kenton Dodd reported to the Board that there is a medical impairment that from time to time does impact his ability to perform his duties. He stated that the impairment is not stable, and the nature of the impairment is variable.

The employee addressed the Board regarding his condition, treatments and returning to work.

After some discussion of his treatments, returning to work and approving the pension for a short time period, Shannon Hall moved for approval of the disability pension new request, item 6 for two months. 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 7 and 8 for the length of time as recommended. Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 7 and 8 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on items 9 through 11, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 9 through 11 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 12 he recommends approval of return to work.

Byron Grizzle, Sheriff's Office, was present. He stated they are prepared to return the individual to work in either his previous position or another one.

After some discussion of his restrictions and the need for an active salary supplement, Shannon Hall moved for approval of the recommendation of return to work on item 12 with an active salary supplement if needed. Robert Weaver 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 an Injury on Duty (IOD) disability pension and this employee 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 she provide additional medical information in support of this reconsideration. 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 with Edna Jones and Christine Bradley opposed.

Dr. Kenton Dodd reported to the Board that the new medical information does not change his recommendation.

After some discussion of the employee's current status, Shannon Hall moved to uphold the denial of the request for a disability pension. B.R. Hall seconded and the Board approved without objection.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Colin K. Feeney	Police	Injury on Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2024), with reexam at that time.
2.	Alma J. Hunter	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2024), with reexam at that time.
3.	Amira Selmanovic	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2024), with reexam at that time.
4.	Daniel L. Baker	Fire	Injury on Duty	As moved, seconded, and approved, this disability pension request was deferred.
5.	Daniel D. Newbern	Police	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2024), with reexam at that time.
6.	Joey B. Workman	County Clerk's Office	Medical	As moved, seconded, and approved, this disability pension request was approved for two months, (July 2024), with reexam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Ovata V. Evans	Metropolitan Nashville Public Schools	Injury on Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam.
8.	Antranette Matthews	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for six months, (November 2024), with reexam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Ronnie A. Davis, Jr.	Sheriff's Office	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (July 2024), with reexam at that time.

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

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Bahia S. Ismaeel	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month, (June 2024), with reexam at that time.
11.	Hugh L. Watson	Fire	Injury on Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (July 2024), with reexam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Emilio K. Phillips	Sheriff's Office	Injury on Duty	As moved, seconded, and approved, this individual was returned to work.

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

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Ashley Menchaca	Sheriff's Office	Injury on Duty	As moved, seconded, and approved, the denial was upheld on this disability pension request.

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. Robert Weaver seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Groves, Mitchell R.	MNPS	Pension Approval	Yes	Yes	Likely to 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. Jonathan Puckett seconded, and the Board approved without objection.

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
Juan Borges *	Police	Police Officer 2	B	02/27/2024	07/01/2024
Cathy Lewis	MNPS	SECRETARY/CLERK	B	04/04/2024	05/25/2024
Cobey Delk	MNPS	ASST - FOOD SVC ROV	B	04/02/2024	05/24/2024
Danny Clouse	Public Works	Equipment Operator Senior	B	04/09/2024	04/13/2024
Reba Sparks	MNPS	ASST - FOOD SVC	B	03/21/2024	11/22/2023
Penny Johnston	MNPS	CASHIER - FOOD SVC	B	04/17/2024	05/25/2024
Fred Kennedy	MNPS	DRIVER - BUS	B	04/10/2024	05/28/2024
Ricky Lawrence	Water Services	Indust Tech Master	B	04/24/2024	06/08/2024
Frankie Lankster	MNPS	PARA-PRO - EX ED	B	03/20/2024	03/01/2024
William Pugh Jr	MNPS	Support Campus	B	04/03/2024	05/24/2024
Victor Pickle Iii	Parks	Concessions Clerk	B	04/17/2024	05/01/2024
Vickie Sims	MNPS	ASST - FOOD SVC	B	04/09/2024	05/31/2024
Melony Reed	MNPS	ASST - FOOD SVC	B	04/17/2024	05/25/2024
Shari Simmons	MNPS	ASST - FOOD SVC	B	04/11/2024	05/02/2024
Marieta Mcgee	MNPS	Support Campus	B	03/20/2024	07/22/2024
Sheila Davis	MNPS	PARA PRO - EX ED PREK(SLFCNTD)	B	03/22/2024	05/23/2024
Michelle Powers	MNPS	CLERK - LIBRARY	B	04/10/2024	05/26/2024
Joan Brown	MNPS	TUTOR	B	04/22/2024	05/24/2024
Barbara Moses	MNPS	CLERK - LIBRARY	B	03/25/2024	05/24/2024
Catherine Brogdon	MNPS	ASST - SCHOOL GENERAL	B	04/01/2024	05/24/2024
Vanessa Massie	MNPS	SECRETARY	B	04/18/2024	06/01/2024
Susan York	MNPS	MGR - FAMILY INFO CENTER	B	04/17/2024	05/15/2024
Shanna Whitelaw	Water Services	Special Projects Mgr	B	04/18/2024	06/28/2024
Laurie Dill	Circuit Court Satellite	Satellite position	B	04/05/2024	05/01/2024
Willie Hodges	Health	Health Manager 1	B	03/15/2024	06/28/2024
Joe Foster	Public Library	Bldg Maint Mechanic	B	03/21/2024	05/01/2024
Shane Shetler	Police	Police Lieutenant	B	04/08/2024	06/01/2024
Donna Liles	Codes Administration	Admin Svcs Officer 4	B	04/22/2024	06/30/2024
Mary Dunn	Health	Public Health Nurse 1	B	04/18/2024	05/25/2024
James Parker	Water Services	Bldg Maint Leader	B	03/21/2024	04/09/2024
Zoraida Ojeda	MNPS	TRANSLATOR - PARENT OUTREACH	B	03/19/2024	04/17/2024
Eugene Melton	Fire	Paramedic	B	04/01/2024	04/01/2024
Joan Lawson	Public Defender	Assistant Public Defender 4	B	04/15/2024	06/28/2024
Glenn Crowell	Fire	Fire Captain	B	03/19/2024	04/15/2024
Candace Rhodman	Metro Action Commission	Adult Ed Coord-MAC	B	03/27/2024	05/06/2024
Kimberly Hopkins-Will *	Finance	Finance Officer 3	B	04/04/2024	05/01/2024
Joseph Davis *	General Hospital	Resp Therapist-Certified	B	03/07/2024	03/01/2024
John Stewart *	Assessor of Property	Appraiser 2	B	03/27/2024	04/01/2024
Barry Young *	Parks	Facility Coord	B	02/28/2024	08/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
David Jones	Fire	A	04/01/2024
Alan Russell	General Services	B	04/01/2024
Idell Clay	MNPS	B	04/01/2024
Thomas Hartigan	Water Services	B	04/01/2024

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Sharon Deering	Convention Center	Service Without Option	B	04/01/2024	Normal	
Cheryl Treadway	Mayor's Office	Service With Option	B	03/30/2024	Option F	2
Raquel Cuellar	MNPS	Service With Option	B	03/01/2024	Option D	
James Reeves	Parks	Service Without Option	B	03/01/2024	Normal	
Maria Warrick	Public Library	Service Without Option	B	03/30/2024	Normal	
Bill Cox	Water Services	Service Without Option	B	03/08/2024	Normal	

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
Michael Payne	Public Library	Service With Option	B	02/19/2024		
Carolyn Acton	Health	Service With Option	B	03/14/2024	Option F	
Ernie Wilson II	Police	P&F Service Pen Without Option	B	03/06/2024	Normal	
Pamela Ishie	Assessor of Property	Service Without Option	B	03/16/2024	Normal	
Karen Winters	General Hospital	Service Without Option	B	02/23/2024	Normal	2
Mary Emigh	Human Resources	Service Without Option	B	03/30/2024	Normal	3
Frances Gilley	Water Services	Early Service Without Option	B	03/16/2024	Normal	
Jed Hanserd	Parks	Service With Option	B	03/15/2024	Option B	
Jed Hanserd	Parks	Service With Option	B	03/15/2024	Option B	
Pamela Garvey	Health	Service Without Option	B	03/27/2024	Normal	
Benjamin Denton	Juvenile Court	Service With Option	B	02/17/2024	Option D	3
Roger House	Fire	P&F Service Pen With Option	B	04/01/2024	Option A	3
Keith Kruse	Fire	P&F Service Pen With Option	B	03/30/2024	Option A	3
Elisa Putman	Convention Center Authority	Service Without Option	B	03/01/2024	Normal	3
Paul Harris	Police	P&F Service Pen Without Option	B	03/19/2024	Normal	3
Ernest Swoner	Police	P&F Service Pen With Option	B	03/01/2024	Option A	3
Demetra Pulley	Convention Center	Service With Option	B	04/01/2024	Option A	
Molly Carson	Bordeaux Long Term Care	Survivor Option From Service	B	02/01/2024	Normal	
Joseph Davis	General Hospital	Service Without Option	B	03/01/2024	Normal	
Vicky Standley	Parks	Service With Option	B	01/01/2024	Option A	
Terry Corn	Sheriff	Service With Option	B	01/01/2024	Option E	
John Stewart	Assessor of Property	Service Without Option	B	04/01/2024	Normal	
Barry Young	Parks	Service With Option	B	01/01/2024	Option A	
Chad Holman	Police	P&F Service Pen With Option	B	04/01/2024	Option E	

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
Larry Dalton Jr.	Sheriff	B	QDRO Non-Pensioner

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Charles Pytlewski	Police	Mason Pytlewski	B	04/23/2024
Toby Culp	MNPS	Terry Culp	B	04/17/2024
Susan McKenzie	MNPS	Rufus McKenzie	B	04/16/2024
Robert Butterworth	MNPS	Marjorie Butterworth	B	04/06/2024
Charlie Moseley	Police	Nellie Moseley	A	03/30/2024
James Lunn	Public Works	Nancy Lunn	B	04/15/2024
Steven McClain	Water Services	Sheri McClain	B	04/06/2024
Elvin Norton	Parks	Evelyn Norton	B	04/03/2024
Hural Johnson Jr	General Services	Horronda Johnson	B	03/29/2024
Glenda Simmons	Sheriff	James Simmons	B	04/09/2024
Henry Shelton Jr	Sheriff	Melaton Shelton	B	04/08/2024
Marvin Lanham Jr	Fire	Carolyn Lanham	B	04/03/2024
Steven Sutton	Police	Pamela Sutton	B	04/17/2024
James Cupit	Sheriff	Phyllis Cupit	B	04/12/2024

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 injury on duty, (IOD), pension for employee from Sheriff's Office.

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

3. Hospital Authority and Metropolitan Nashville Public Schools, (MNPS), clinic incentive program review.

Christina Hickey reported to the Board that at the April Study Session, the Board considered the annual review of the Hospital Authority and MNPS clinic incentive programs. She stated the programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of the incentive programs. She also stated the Board will need to determine whether they would like to continue the programs for the 2025 plan year.

Christine Bradley moved to continue the Hospital Authority and MNPS clinic incentive programs. Tom Curtis seconded, and the Board approved with Kelly Flannery opposed.

4. Healthcare flexible spending account.

Christina Hickey reported to the Board that each year, Human Resources staff and Deloitte recommend increasing the maximum annual contribution amount of the Healthcare Flexible Spending Account (FSA) for employees to set aside pre-tax dollars for out-of-pocket expenses. She stated that every November, the IRS publishes the new FSA annual contribution limits for the next calendar year and since Metro's annual enrollment is held prior to the date the new limit is published, Metro's limit is always one year behind the IRS' allowed limit. She stated that HR staff is asking the Board to amend the Cafeteria Plan to increase the annual maximum contribution for January 1, 2025 to \$3,200 which is the IRS allowed limit for 2024. (Metro's current limit for 2024 is \$3,050 which is the IRS limit for 2023.) Ms. Hickey also noted that HR staff is also asking the Board to allow an automatic amendment to the Cafeteria Plan effective every January 1 to increase Metro's Healthcare FSA limit to the IRS' prior year limit.

Jonathan Puckett moved for approval to amend the Cafeteria Plan effective January 1, 2025 to increase the annual maximum contribution to \$3,200 and to allow an automatic amendment to the Cafeteria Plan effective every January 1st to increase Metro's Health Care FSA limit to the IRS' prior year limit. Robert Weaver seconded, and the Board approved without objection.

5. Correspondence:

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

Items 5.-a. and 5.-b. were for information only.

6. Reports for your information:

- a. Social Security approvals.
- b. Denial log from Davies.
- c. Benefit Board expense reports.

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

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:29 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board