

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

June 4, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 4, 2024 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:33 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.

Members Harold W. Finch, II and Robert Weaver were 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 May 7, 2024. With no corrections, nothing further was noted and Jonathan Puckett moved for approval. B.R. Hall 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 item 1 will be moved down pending verification of something on his file.

Jonathan Puckett stated that he will be recusing himself from item 1.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 2 through 4, for the length of time as recommended. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 2 through 4 for the length of time as recommended. B. R. Hall 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 5 through 10 for the length of time as recommended with a functional capacity evaluation for item 9. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 10 for the length of time as recommended with a functional capacity evaluation for item 9. Tom Curtis seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that item 12 is a request from the department to remove the individual from the return to work list and return them to work with no restrictions. He stated the individual was initially approved to return to work with restrictions. Tom Curtis moved for approval of the departments request to remove the individual from the return to work list and return them to work with no restrictions. B.R. Hall seconded and the Board approved without objection.

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

On the disability pension new request item 1, staff has not confirmed eligibility for the medical request and Dr. Kenton Dodd stated that based on that he would recommend a deferral.

Nicki Eke. Legal Department stated there are two issues with this request, one is the injury on duty application and the other is medical, which there is not sufficient information presented at this time. She stated that the Board needs to act on the injury on duty request or defer the entire request.

B.R. Hall moved to defer the disability pension new request item 1 to the next meeting. Shannon Hall seconded, and the Board approved with Jonathan Puckett not voting.

The Social Security referrals were taken out of order.

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. B.R. Hall seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Gray, James G., Jr.	NDOT	Pension Approval	Yes	Yes	Evaluation
2	Penix, David A.	MNPS	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Likely to Meet SSA Guidelines

Claire Wells reported to the Board that item 13 has been approved for Social Security prior to their upcoming re-exam and needs to be removed from the re-exam list.. Christine Bradley moved for approval of the Social Security approval, item 13 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.	Joseph A. Clinard	Fire	Medical	As moved, seconded, and approved, this disability pension request was deferred.
2.	David A. Penix	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of reexam.
3.	Misty M. Sims	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (December 2024), with reexam at that time.
4.	Matthew C. Williams	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (December 2024), with reexam at that time.

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

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	William C. Bryan	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (June 2025), with reexam at that time.
6.	Stephen M. Crocker	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (June 2025), with reexam at that time.
7.	Karen J. Damte	Water	Medical	As moved, seconded, and approved, this disability pension was continued for nine months, (March 2025), with reexam at that time.
8.	Matthew M. Gilmore	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (June 2025), with reexam at that time.
9.	Bahia S. Ismaeel	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued with a functional capacity evaluation, for three months, (September 2024), with reexam at that time.
10.	Amber M. Rumsey	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (December 2024), with reexam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Paula C. Barnes	Police	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (August 2024), with reexam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Matthew E. Ross	Metropolitan Nashville Public Schools	In line of Duty	As moved, seconded, and approved, this individual was returned to work with no restrictions.

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
13.	Ted Frazer, III	Police	Medical	As moved, seconded, and approved, this individual was removed from the reexam list and the disability pension was continued without stipulation of scheduled reexam.

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

Jonathan Puckett moved for approval of the pensions. B.R. Hall seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Craig Shephard *	General Hospital	Dir-Health Science Education	B	05/07/2024	01/01/2023
Michael Brown	Parks	Custodian	B	05/08/2024	07/19/2024
Elbert Fortner	MNPS	MONITOR - SCHOOL BUS	B	04/23/2024	05/04/2024
James Cox	MNPS	DRIVER - BUS	B	05/06/2024	05/31/2024
Karen Tomlin	MNPS	PARA PRO - PRE K GEN ED	B	05/14/2024	05/24/2024
Marianne Beebe	MNPS	ASST - ADMIN	B	05/01/2024	06/29/2024
Shirley Castleberry	MNPS	MGR - FOOD SERVICE II	B	04/30/2024	06/29/2024
Betty Mitchell	MNPS	PARA-PRO - EX ED JOB COACH	A	05/05/2024	05/24/2024
James Mitchell	MNPS	MGR - FGM ZONE	B	04/01/2024	06/01/2024
Donna Clark	MNPS	ANALYST - ENTERPRISE APP	B	04/15/2024	05/31/2024
Tondaleya Jobe	MNPS	Coach Advocacy Center	B	05/20/2024	05/23/2024
Darlene Ferguson	MNPS	PARA-PRO - EX ED	B	05/08/2024	05/25/2024
Steven Nunley	Water Services	Water Services Asst Manager	B	05/01/2024	07/01/2024
Rita Owen	Parks	Application Tech 1	B	05/12/2024	07/01/2024
Larry Pratt	General Services	Technical Specialist 1	B	05/13/2024	06/15/2024
Dianna Atwood	General Services	Finance Mgr	B	04/28/2024	05/11/2024
David Proffitt	MNPS	EXEC DIR - FAC MAINT & CONSTR	B	05/15/2024	07/01/2024
Darrell Moore	Public Works	Technical Specialist 2	B	05/14/2024	06/30/2024
Theodore Anderson Jr	Fire	Fire Captain	B	05/13/2024	06/22/2024
Romney Cummings	Fire	Fire District Chief	B	02/14/2024	05/22/2024
Gary Hargis Jr	Fire	Fire District Chief	B	04/22/2024	05/01/2024
Horace Denton Jr	Codes Administration	Admin Svcs Mgr	B	04/16/2024	06/18/2024
Kevin Musfeldt	Water Services	Utility Compliance Insp 1	B	05/16/2024	06/22/2024
Sherril Raymer *	General Hospital	Laboratory Info Systems Coor	B	03/27/2024	12/01/2023
Priscilla Stewart *	General Hospital	Phlebotomy Specimen Proc Tech	B	03/13/2024	08/01/2024
Rhoda Phillips *	General Hospital	Registered Nurse-CC	B	04/01/2024	11/01/2023
Sherry Watts *	Bordeaux Long Term Care	Envir Svcs Dir	B	04/08/2024	05/01/2024
Corbin Foster *	MNPS	CUSTODIAN - SR	B	03/27/2024	04/01/2024
Kerwin Strong *	Information Technology Service	Information Sys Oper Tech 1	B	04/24/2024	05/01/2024
Tammy Cannon *	MNPS	DRIVER - BUS	B	04/17/2024	04/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Nathaniel Jumper	Water Services	B	05/01/2024
Joe Hutcherson Jr	General Hospital	B	05/01/2024

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
Kerwin Strong	Information Technology Service	Service With Option	B	05/01/2024	Option D	
Karen Bachman Culbertson	MNPS	Early Service With Option	B	03/29/2024	Option B	
Margaret Manuel	Health	Service Without Option	B	04/23/2024	Normal	
Carol Edwards	Water Services	Service Without Option	B	04/13/2024	Normal	
Shelia Morris	Health	Service Without Option	B	04/09/2024	Normal	
Laurette Kelly	Water Services	Service Without Option	B	04/13/2024	Normal	
James Parker	Water Services	Service Without Option	B	04/09/2024		
Eugene Melton	Fire	P&F Service Pen With Option	B	03/28/2024	Option A	3
Gary Hargis Jr	Fire	P&F Service Pen With Option	B	05/01/2024	Option E	3
Lisa Odle	MNPS	Service With Option	B	04/06/2024	Option F	
Christopher Hendry	Police	P&F Service Pen Without Option	B	04/09/2024	Normal	3
Glenn Crowell	Fire	P&F Service Pen With Option	B	04/14/2024	Option F	3
Cynthia Jones	Convention Center Authority	Service With Option	B	03/30/2024	Option E	3
Johnny Perry	Parks	P&F Service Pen With Option	B	04/10/2024	Option A	
Alice Collins	Health	Service With Option	B	02/03/2024	Option D	
Jeffery Johnson	General Services	Service With Option	B	01/01/2024	Option A	
Sherril Raymer	General Hospital	Service Without Option	B	01/01/2024	Normal	
Kimberly Hopkins-Will	Finance	Service Without Option	B	05/01/2024	Normal	
Sherry Watts	Bordeaux Long Term Care	Service Without Option	B	05/01/2024	Normal	
William Medina	Information Technology Service	Service With Option	B	05/01/2024	Option A	
Corbin Foster	MNPS	Service With Option	B	04/01/2024	Option A	
Editha Reedy	General Hospital	Service Without Option	B	03/01/2024	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 – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Sharon Rutledge	MNPS	Michael Rutledge	B	05/15/2024
David Smithy	MNPS	Linda Shervonne Smithy	B	04/06/2024
Kristian Atchley	Health	Joseph Atchley	B	04/27/2024
Leo Summers	Sheriff	Catherine Summers	B	05/09/2024
Oma Hale	MNPS	Jimmy Hale	B	04/26/2024
Mavis Brewer	Water Services	Harold Brewer Jr	B	05/05/2024
Jerome Trice	Human Resources	Tonja Trice	B	05/05/2024
Mark Wright Sr	Bordeaux Long Term Care	Mark Wright Jr	B	05/11/2024
Vincent Richards Jr	Assessor of Property	Leigh Ann Cook	B	04/09/2024
Jerry Jamison	Fire	Leila Jamison	B	05/09/2024
Robert Golden	Water Services	Jeanne Golden	B	05/08/2024
James Patterson	Juvenile Court	Sylvia Patterson	B	05/08/2024

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 Robert Weaver)

Christina Hickey reported to the Board that the Medical & Life Committee met on May 29, 2024 to deliberate on 4 medical care requests. She stated that since the Committee meeting was held after the Board packets were distributed, the staff report, supporting information, and the meeting minutes were distributed prior to and at the June Benefit Board meeting.

Christina Hickey asked if there were any amendments, corrections, or questions of the minutes from the May 29, 2024, Medical and Life Committee meeting. With no corrections, Christine Bradley moved for approval of the Medical and Life Committee minutes. B.R. Hall seconded, and the Committee minutes were approved without objection.

Christina Hickey reported to the Board that on Committee item 2, the self-insured Cigna PPO plan appeal - Dependent of employee from the Fire Department the Committee had no recommendation to the Board after a 2 for, 2 against, and 1 abstention vote for the J1557 Gammplex 20 Gram/200 MI Vial medication or necessary alternative M.D./facility recommended medications for this member's dependent.

The employee was present and addressed the Board regarding the dependent's condition, misdiagnoses, and treatments.

Brad Rayson, union representative, was also present.

There was some discussion regarding the additional medical information from the treating physician, the treatment plans, this treatment not being approved by the Food and Drug Administration, (FDA), however, it is the appropriate treatment for severe cases of this condition.

Jonathan Puckett moved to overturn the denial of this treatment for this member based on the particular facts and circumstances for this particular case. B.R. Hall seconded and the Board approved without objection.

Christina Hickey reported to the Board that on Committee item 3, the self-insured Cigna PPO plan appeal - Employee from State Trial Courts the Committee recommended to uphold the denial by Cigna for the glucagon-like peptide 1 medication for this member.

The employee was present and addressed the Board regarding her conditions, medications she has taken in the past, family history of diabetes and how this would help with treatment of her condition.

B.R. Hall moved to overturn the denial by Cigna. Kevin Crumbo seconded.

After further discussions regarding this treatment not being FDA approved, the different types of GLP-1 medications, what conditions they cover, side effects, and conditions that are being studied by the FDA a vote was taken on the motion to overturn the denial by Cigna and approve this medication for this member specific to the facts of this case and was approved with Gilbert Gonzales, Tom Curtis, B.R. Hall and Kevin Crumbo in favor and Christine Bradley, Shannon Hall and Edna Jones opposed and Jonathan Puckett abstaining.

2. Medical and Life Committee report: (continued)

Christina Hickey reported to the Board that on Committee item 4, the self-insured Cigna HRA plan appeal - Dependent of Employee from Metropolitan Nashville Police Department, (MNPd) the Committee recommended to overturn the denial of Cigna and approve the coverage for GLP-1 medications for this member given the extenuating circumstances.

The member attended the meeting virtually and addressed the Board regarding the request for the medication, her conditions, treatments, current medications and taking this medication will help against the spread of one of her conditions.

Shannon Hall moved to overturn the denial for this member given the extenuating circumstances for this specific case. Christine Bradley seconded, and the Board approved with Edna Jones abstaining.

*Denotes Tom Curtis leaving the meeting.

Christina Hickey reported to the Board that on Committee item 5, the self-insured Cigna HRA plan appeal - Dependent of employee from Sheriff's Office the Committee recommended to uphold the denial for the insertion of peripheral nerve neurostimulator electrode through skin (procedure code 64555) for this member.

After some discussion of what this device actually does, Shannon Hall moved to uphold the denial. Christine Bradley seconded, and the Board approved without objection.

3. MDLIVE for Urgent Care.

Christina Hickey reported to the Board that at the May Study Session, Deloitte presented information on offering MDLIVE for Urgent Care (virtual care) at no cost share to members. She stated the members in Metro's PPO and HRA plans already have access to virtual care through Cigna's partnership with MDLIVE for Primary Care, Urgent Care, Behavioral Health, and Dermatology. She stated the Board will need to decide if they would like to make MDLIVE for Urgent Care as a \$0 cost share for members. The only change that the Board needs to consider is if they would like to offer Urgent Care as a \$0 cost share. This will only apply to MDLIVE for Urgent Care. It will not apply to MDLIVE for Primary Care, Behavioral Health, and Dermatology.

Christine Bradley moved for approval of MDLIVE for Urgent Care only as a \$0 cost share to members. Jonathan Puckett seconded, and the Board approved without objection.

4. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board that this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans references in Section 2 of the resolution – the Former City of Nashville Pension Plan and the former Davidson County Pension Plan. She stated this increase is built into the Metro Code and cannot be adjusted without a change to the Code. As a result of the 3.48% increase in the Consumer Price Index, a cost of living adjustment increase of 3.5% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2024.

B.R. Hall moved for approval of a cost of living adjustment increase of 3.5% to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2024. Jonathan Puckett 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.

At this time member Jonathan Puckett commended member B.R. Hall on another term with the Board and also on being the longest serving member.

With nothing further presented, the meeting adjourned at 10:37 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board