

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 1, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 1, 2024 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:37 a.m.

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

Members: G. Thomas Curtis, Gilbert Gonzales, and Christy Pruitt-Haynes 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.

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 September 3, 2024. With no corrections, nothing further was noted and Robert Weaver 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.

It was requested that item 2 be discussed separately.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 and 3 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 and 3 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 2 for the length of time as recommended.

There was discussion of the request for an in line of duty disability pension and a well-established pre-existing condition that happened prior to becoming employed with Metro, no description of an injury on the 101 Form, and possible exacerbation of the condition.

There was some discussion of his current impairment and a compensable claim on file for the impairment.

Kimberly Jordan, Davies, was present. She stated that she would look into the specifics of the claim.

Nicki Eke, Legal Department, stated that someone would be eligible for an injury on duty disability pension if an injury on duty aggravates, accelerates, or combines with a pre-existing condition to produce the disability.

After some discussion of how to handle this request procedurally, his current status, and there not being a noted injury that occurred on the job, Shannon Hall moved to defer the disability pension new request item 2 for one month pending clarification on the injury. Harold Finch seconded, and the Board approved with B.R. Hall opposed.

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

Dr. Kenton Dodd reported to the Board that on the disability pension new request, item 4 he is requesting a deferral as there is still an injury on duty claim pending.

Shannon Hall moved for approval of the recommendation to defer the disability pension new request, item 4. Robert Weaver seconded, and the Board approved with Jonathan Puckett not voting.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 5 through 8 for the length of time as recommended. Harold Finch moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 8 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

Claire Wells reported to the Board that items 9 and 10 have been approved for Social Security prior to their upcoming reexam and need to be removed from the reexam list. Shannon Hall moved for approval of the Social Security approvals, items 9 and 10 to be removed from the reexam 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.	Carlos R. Brown	Water	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled reexam.
2.	Seth E. Kellow	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.
3.	Dickie R. Lamborn, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2025), with reexam at that time.
4.	Joseph A. Clinard	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
5.	Ronnie A. Davis, Jr.	Sheriffs Office	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (October 2026), with reexam at that time.
6.	Mitchell R. Groves	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam.
7.	Joshua D. King	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (October 2026), 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
8.	Arica C. Stephens-Estes	Fire	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	George R. Kaylor	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam.
10.	Jeffrey M. Walker	Water	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam.

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. Harold Finch seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Brown, Carlos R.	Water	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.20A

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
Leonard Ross *	NCAC	Systems Spec - NCAC	B	08/25/2024	12/01/2021
Harold Turks	Sheriff	Sheriff Warrant Officer 3	A	08/27/2024	10/26/2024
Johnny Battle	MNPS	MONITOR - SCHOOL BUS	B	09/03/2024	10/05/2024
Gary Hall	Codes Administration	Plumbing Inspection Chief	B	09/04/2024	11/02/2024
Kimetha Jones	Sheriff	Sheriff Pretrial Screener	B	09/04/2024	08/13/2024
Samuel Boshra	Metro Action Commission	PF& Comm Engagement Adv II-MAC	B	09/09/2024	09/10/2024
Keith Durbin	Information Technology Service	Chief Info Officer	B	08/23/2024	08/24/2024

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
Yolanda Morton	MNPS	CLERK - ACCTG SR	B	08/27/2024	10/11/2024
Virgil Booker	Metro Action Commission	Food Svc Worker 1	B	08/27/2024	09/06/2024
Gary Privette	Justice Integration Services	Information Systems Advisor 3	B	08/16/2024	11/24/2024
Patricia Fields	MNPS	Assoc Classroom	B	09/12/2024	10/14/2024
Betty Davidson	State Trial Courts	Group Care Worker	B	09/16/2024	02/17/2024
Dusan Vlatkovic	Health	Office Support Spec 2	B	08/06/2024	08/17/2024
Cheryl McCreynolds	Sheriff	Order of Protection Coord	B	09/09/2024	11/01/2024
William Gordon III	Justice Integration Services	Info Systems App Analyst 3	B	09/04/2024	10/15/2024
Russell Hite	Fire	Fire Engineer	B	08/31/2024	10/01/2024
Ralph Griggers	Police	Police Sergeant	B	09/04/2024	11/02/2024
Daniel Turner	State Trial Courts	Judicial Asst 2	B	09/03/2024	08/31/2024
Pamela Jennings *	MNPS	TEACHER - PRE-K	B	08/07/2024	08/01/2023
Beatrice Nolan *	MNPS	CUSTODIAN - LD	B	08/03/2024	09/01/2024
Adel Barwari *	MNPS	WORKER - CUSTODIAL	B	09/07/2024	11/01/2023
Monica Simmons *	MNPS	WORKER - CUSTODIAL	B	08/14/2024	12/01/2024
Yolanda Keefe *	Sheriff	Correctional Officer Lieut	B	09/06/2024	09/01/2009
Suzanne Montgomery *	Social Services	Van Driver	B	08/15/2024	01/01/2025
Brett Gipson *	Police	Police Officer 2	B	09/08/2024	12/01/2024
Tina McClain *	Bordeaux Long Term Care	Nursing Asst -Certified 1	B	08/27/2024	09/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Cynthia Clopton	MNPS	B	09/01/2024
Ricky Hillis	Water Services	B	09/01/2024
Sandra Schultz	MNPS	B	09/01/2024
Deborah Bruton-Reed	MAC	B	09/01/2024

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Anthony Jackson	Police	P&F Service Pen With Option	B	09/01/2024	Option D	
Donnie Graves	Parks	Service Without Option	B	08/16/2024	Normal	1
Keith Durbin	Information Technology Service	Early Service With Option	B	08/24/2024	Option F	
Roger Pilkinton	MNPS	Service Without Option	B	08/01/2024	Normal	
Wanda Foxx	Parks	Service With Option	B	07/28/2024	Option A	
Herman Scales III	Parks	Service Without Option	B	08/17/2024	Normal	3
William Rogers	MNPS	Service Without Option	B	08/01/2024	Normal	2
Laura Hansen	MNPS	Early Service With Option	B	08/02/2024	Option E	
Michael Wagner	Public Library	Service Without Option	B	08/10/2024	Normal	
Frank Madden	Water Services	Service With Option	B	08/16/2024	Option A	3
Dusan Vlatkovic	Health	Service With Option	B	08/17/2024	Option A	3
Michieal Ramsey	Police	P&F Service Pen With Option	B	08/06/2024	Option E	
Jonathan Dodson	Parks	Early Service Without Option	B	08/20/2024	Normal	
Thomas Sterry	Water Services	Service Without Option	B	08/31/2024	Normal	
Rita Owen	Parks	Service Without Option	B	07/30/2024	Normal	
Matthew Mares	Fire	P&F Service Pen Without Option	B	07/16/2024	Normal	2
Kurt Knapp	Police	P&F Service Pen With Option	B	08/17/2024	Option E	3
Cristofer Mccutcheon	Sheriff	P&F Service Pen With Option	B	08/26/2024	Option E	3
Robert Meadows	Fire	P&F Service Pen With Option	B	07/28/2024	Option F	3
Maggie Lawrence	Fire	P&F Service Pen With Option	B	08/16/2024	Option F	3
Joseph Mginley	Internal Audit	Service With Option	B	01/01/2024	Option A	
Beatrice Nolan	MNPS	Service Without Option	B	09/01/2024	Normal	
Connie Brookshire	Register of Deeds	Service With Option	B	01/01/2024	Option A	
Melinda Rooker	Public Works	Service With Option	B	09/01/2024	Option A	
Kenneth Suggs	Police	P&F Service Pen Without Option	B	08/01/2024	Normal	
Priscilla Stewart	General Hospital	Service With Option	B	08/01/2024	Option A	

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
Patience Adegoke	General Hospital	Service With Option	B	05/01/2024	Option A	
Lisha Jordan	Election Commission	Service Without Option	B	01/01/2024	Normal	
Peter Crespo	Sheriff	Service With Option	B	08/01/2024	Option A	
Patricia Wynn	Emergency Communication Center	Service With Option	B	09/01/2024	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 – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Jeffery Curtis	Fire	Susan Curtis	B	09/12/2024
Frances Boggs	Health	John Boggs	A	08/29/2024
Fermin Cardona	MNPS	Gloria Rivera	B	09/13/2024
William Hampton	Fire	Phillipa Hampton	C	09/08/2024
Walter Townsend	MNPS	Mary Townsend	B	08/21/2024
Robert Jenkins	Bordeaux Long Term Care	Sharon Horton-Jenkins	B	08/25/2024
Frank Whitus	Assessor of Property	Betty Whitus	B	09/03/2024
Chakradhar Kodali	Information Technology Service	Pavana Kodali	B	09/15/2024
Harold Taylor	Police	Patricia Miller	B	09/05/2024

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. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Cigna – Humira biosimilars in 2025.
- d. Cigna – Formulary updates 2025.

Items 2.-a. through 2.-d. were for information only.

3. Reports for your information:

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

Items 3.-a. through 3.-c. were for information only.

4. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:00 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board