

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 3, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 3, 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: Kevin Crumbo; Members: *Gilbert Gonzales, B.R. Hall, Sr., Shannon B. Hall, Christy Pruitt-Haynes, Jonathan Puckett, and Robert Weaver.

Members G. Thomas Curtis and Harold W. Finch, II 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 November 5, 2024. With no corrections, nothing further was noted and Jonathan Puckett moved for approval. Robert Weaver 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 noted there was additional information handed out for item 3.

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.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 2 if the department cannot return them to work.

The employee and Byron Grizzle, Sheriff's Office, were present for item 2.

Byron Grizzle stated that they can not return her to work in the position that she had at the time of the injury. He stated that there are some positions that could accommodate the restrictions and requested an active salary supplement.

*Denotes the arrival of Gilbert Gonzales.

Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 2 with a return to work. B.R. Hall seconded, and the Board approved with Gilbert Gonzales not voting.

The employee and David Hines, Metropolitan Nashville Public Schools, (MNPS), were present for item 3.

Dr. Kenton Dodd stated that the additional information indicates that there may be additional information with respect to the position and her job duties. He stated that the job description does not have any weights listed and suggests that it is a sedentary position and the letter from the department indicates something else.

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

The employee addressed the Board regarding her job duties and the letter from her director.

There was some discussion of the job description not being adequate to the actual duties, her physical limitations, and a recommended reexam date for the pension.

Dr. Kenton Dodd stated that he recommends approval of the disability pension new request, item 3 for six months.

B.R. Hall moved for approval of the recommendation to approve the disability pension new request item 3 for six months. Robert Weaver seconded.

After some discussion of when she would convert to a service pension a vote was taken on the motion to approve the disability pension new request item 3 for six months and the Board approved without objection.

Charles Boddie, Nashville Department of Transportation, (NDOT) was present for item 4.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 4 for six months. He also noted that the employee has some limitations and restrictions, and he reviewed the injury on duty portion of this to see if they could consider accommodations.

Charles Boddie stated that with the nature of the job they could not accommodate the restrictions.

Christy Pruitt-Haynes moved for approval of the recommendation to approve the disability pension new requests, item 4 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

The employee and Jamie Summers, Fire Department, were present for item 5.

Dr. Kenton Dodd reported to the Board that he did not receive any medical records for this request only a fitness for duty evaluation which indicated that the employee was deemed not fit for duty.

After some discussion of the fitness for duty evaluation, B.R. Hall moved for approval of the disability pension new request item 5. Shannon Hall seconded.

There was some discussion that there is enough information from the fitness for duty to grant the pension, however, when it comes back for reexam there is not a way to continue to substantiate a pension without medical information.

B.R. Hall stated the pension should be reviewed in six months.

It was noted that if there are no medical records at the reexam the Board may be forced to return her to work as there is not a fitness for duty component on the disability.

The employee addressed the Board regarding seeking treatment.

A vote was taken on the motion to approve the disability pension new request item 5 for six months 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 through 10 for the length of time as recommended with case management services where noted. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 10 for the length of time as recommended with case management services where noted. Robert Weaver seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that on items 11 through 13, he requests a deferral for the length of time as recommended. Christy Pruitt-Haynes moved for approval of the request to defer items 11 through 13 for one month. Shannon Hall seconded, and the Board approved without objection.

Claire Wells reported to the Board that item 14 has been approved for Social Security prior to their upcoming reexam and needs to be removed from the reexam list. B.R. Hall moved for approval of the Social Security approval, item 14 to be removed from the reexam list with no further review. Jonathan Puckett seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Tracy A. Silvage	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (July 2025), with re-exam at that time.
2.	Shalayoda L. Kelly	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved with a return to work.
3.	Deborah J. James	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (June 2025), with re-exam at that time.
4.	Terika L. Mays	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (June 2025), with re-exam at that time.
5.	Maria R. Pardue	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (June 2025), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Veronique J. Johnson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
7.	Antranette Matthews	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued with a functional capacity evaluation for six months, (June 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
8.	Amber M. Rumsey	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for eight months, (August 2025), with re-exam at that time.
9.	Misty M. Sims	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (December 2025), with re-exam at that time.
10.	Matthew C. Williams	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (December 2025), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Brian A. Jackson	Fire	Medical	As moved, seconded, and approved, this disability pension reexamination was deferred for two months, (February 2025), with re-exam at that time.
12.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded, and approved, this disability pension reexamination was deferred for one month, (January 2025), with re-exam at that time.
13.	Amira Selmanovic	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension reexamination was deferred for one month, (January 2025), 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
14.	Adnan Y. Salam	Parks	In Line of Duty	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.

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

Shannon Hall moved for approval of the referrals. Robert Weaver seconded, and the Board approved without objection.

SOCIAL SECURITY REFERRALS:

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Holland, Richard K.	Finance	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines
2	Littles, Christopher W.	Police	Pension Approval	Yes	Yes	Evaluation
3	Sims, Barry E., II	Fire	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
Mitzi Martin *	Finance	Finance Asst Dir	B	10/29/2024	11/01/2024
Jennifer Harvey	MNPS	CASHIER - FOOD SVC	B	10/31/2024	09/01/2024
Eldridge Simmons	Charter	CHARTER - SUPPORT	B	11/20/2024	01/04/2025
Christine Irizarry	Public Library	Library Associate	B	10/28/2024	12/14/2024
William Mcneal	Water Services	Engineer 3	B	10/24/2024	12/31/2024
Scott Roberts	Sheriff	Admin Svcs Mgr	B	11/12/2024	12/31/2024
Arnold Rickert	Police	Police Sergeant	B	11/20/2024	12/31/2024
Jeffrey Young	Fire	Fire Engineer	B	11/06/2024	12/30/2024
Robert Monast	Fire	Fire Captain	B	11/14/2024	11/30/2024
Bobbie Pinkleton	General Services	Admin Svcs Officer 3	B	10/31/2024	10/30/2024
Lorita Marsh	Police	Crime Lab Asst Dir/Qual As Mgr	B	11/13/2024	12/13/2024
Troy Dean	Fire	Fire Engineer	B	11/06/2024	01/18/2025
Richard Scott	MNPS	DRIVER - BUS	B	10/30/2024	10/21/2024
Michael Tindzley	Water Services	Utility Maintenance Spec 2	B	11/20/2024	12/01/2024
James Ligon	MNPS	MONITOR - SCHOOL BUS	B	10/04/2024	11/01/2024
Mark Sturtevant	Planning Commission	Dir of Dev Spec Projects	B	10/15/2024	11/01/2024
Corey Mullins	Police	Police Officer 2	B	11/08/2024	11/02/2024
Lisa Tomberlain	Water Services	Office Support Spec 2	B	10/31/2024	12/30/2024
Vicky Cotten	MNPS	Support Campus	B	10/29/2024	11/21/2024
Lloyd Palms	MNPS	Para-Pro Ex Ed One to One	B	10/13/2024	07/29/2024
Chetna Darji	MNPS	MONITOR - SCHOOL BUS	B	10/25/2024	01/08/2025
Frankie Floyd	MNPS	PARA-PRO - EX ED	B	10/28/2024	01/08/2024
William Walker	MNPS	SKILL LABORER - CARPENTRY SR	B	10/17/2024	12/14/2024
Donna Rule	MNPS	Mgr Materials Management	B	10/22/2024	12/31/2024
Janet Tyree	Justice Integration Services	Info Systems App Analyst 3	B	11/13/2024	01/11/2025
Robert Gault	Sheriff	Correctional Officer 2	B	10/04/2024	11/01/2024
John Anderson	Sheriff	Treatment Counselor	B	11/13/2024	11/06/2024
Rodney Knott	Public Works	Maintenance & Repair Worker	B	10/17/2024	12/30/2024
Larry Stewart	Emergency Communication Center	Emer Telecommunications Superv	B	10/31/2024	11/09/2024
Beverly Woodard	MNPS	Assoc Classroom	B	10/24/2024	11/30/2024
Wanda Garrett	Metro Action Commission	Food Svc Worker 2	B	10/30/2024	11/30/2024
Tonya Mcdaniel	General Hospital	Metro Hospital Auth Employee	B	11/01/2024	12/01/2024
Cassie Stevenson	General Hospital	Metro Hospital Auth Employee	B	10/30/2024	12/31/2024

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
James Pogue	Water Services	Utility Envir Comp Officer 3	B	11/12/2024	12/31/2024
Lisa Earls	Water Services	Cust Svc Supv	B	11/21/2024	12/01/2024
Keith Burnett *	Health	Food Inspector 2	B	10/09/2024	07/01/2022
Glenda Yarbrough *	MNPS	SECRETARY/CLERK	B	09/13/2024	03/01/2023
Peggy Boss *	MNPS	ED ASST - PRE-K	B	11/01/2024	11/01/2024
Beverly Mcmillion *	Metro Action Commission	Office Asst	B	09/16/2024	12/01/2024
Melanie Officer *	Health	Office Support Rep 3	B	10/16/2024	12/01/2024
Adriana Larios *	Public Library	Library Assoc 1	B	10/09/2024	12/01/2024
Lynette Schnick *	Fire	Paramedic 2	B	10/15/2024	06/01/2023
Percy Fowlkes Iii *	Sheriff	DCSO Instructor	B	10/17/2024	11/01/2024
Reginald Coopwood *	General Hospital	Chief Medical Officer	B	10/22/2024	02/01/2023
Sherrie Mccormac *	Public Library	Circulation Asst 1	B	09/30/2024	02/01/2022
Milton Sanders *	Parks	Maint & Repair Worker 2	B	11/13/2024	02/01/2021
Tanya Lawrence *	Sheriff	Correctional Officer 1	B	10/21/2024	08/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
F Sulfridge	Police	A	11/01/2024
Dart Gore	Circuit Court Satellite	B	11/01/2024
Richard Foley III	Police	B	11/01/2024
Jeffery Boyd	Metro Action Commission	B	11/01/2024
Theresa Haddan	MNPS	B	11/01/2024

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Tanya Lawrence	Sheriff	P&F Service Pen Without Option	B	08/01/2024	Normal	
Michael Brown	Parks	Service With Option	B	10/04/2024	Option A	
Dorothea Shearon	Sheriff	Service With Option	B	10/05/2024	Option E	3
Warren Mcconkey	Police	P&F Service Pen With Option	B	09/16/2024	Option A	
Harold Turks	Sheriff	P&F Service Pen Without Option	A	10/26/2024	Normal	3
James Bledsoe	Fire	P&F Service Pen With Option	B	10/02/2024	Option B	
Donna Alessio	Health	Early Service With Option	B	09/28/2024	Option B	
Johnny Battle	MNPS	Service With Option	B	10/04/2024	Option D	
Yolanda Morton	MNPS	Service Without Option	B	10/12/2024	Normal	3
Billy Brooks	MNPS	Early Service With Option	B	11/01/2024	Option E	
Debra Cowan	MNPS	Service Without Option	B	06/29/2024	Normal	3
Ronald Bright	Police	P&F Service Pen With Option	B	10/23/2024	Option E	
Patricia Fields	MNPS	Service Without Option	B	10/05/2024	Normal	
Bernadette Whatley	MNPS	Service With Option	B	05/24/2024	Option A	1
Cynthia Dickey	MNPS	Service With Option	A	11/01/2024	Option A	
Sandra Talavera	Police	P&F Service Pen Without Option	B	10/01/2024	Normal	
Norman Tanner	MNPS	Service Without Option	B	01/01/2024	Normal	
Ronald Davis	MNPS	Service With Option	B	01/01/2024	Option B	
Peggy Boss	MNPS	Service With Option	B	11/01/2024	Option B	
Keith Johnson Sr	Police	P&F Service Pen 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	

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

QDRO

Employee	Department	Plan A/B	Case Type
Brian Manning	Police	A	QDRO Non-Pensioner

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Edward Lambert	State Trial Courts	Mary Lambert	B	11/05/2024
Nathan Modling	Sheriff	Wilma Modling	B	10/26/2024
John Johnson	Police	Judy Johnson	B	11/17/2024
Winston Graham	Fire	Elizabeth Graham	B	11/17/2024
Robert Boydston	Finance	Billie Boydston	B	10/30/2024
Shelia Brown	General Hospital	Floyd Brown Sr.	B	11/13/2024
Darryll Decker Jr	Water Services	Dorothy Decker	B	11/03/2024
David Baker	MNPS	Irma Baker	B	11/05/2024

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. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2025.

Christina Hickey reviewed the procedures as outlined in the Board by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2025 and opened the floor to nominations.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2025. Robert Weaver seconded.

A vote was taken on the nomination of Edna Jones for Chair and the Board approved without objection.

Shannon Hall nominated Christy Pruitt-Haynes for Metropolitan Employee Benefit Board Vice-Chair for 2025. Kevin Crumbo seconded.

A vote was taken on nomination of Christy Pruitt-Haynes for Vice-Chair and the Board approved without objection.

3. PPO and HRA Plans - Virtual Care Cost Consideration.

Christina Hickey reported to the Board that at the November Study Session, Deloitte and Cigna presented information about the State of Tennessee regulation related to telehealth. The regulation states, "Benefits must be consistent with telehealth services and in-person encounters for the same service". Therefore, having the PPO and HRA plans cover MDLIVE for Urgent Care at \$0 cost share for members does not comply with State regulation. She stated since the Board approved MDLIVE for Urgent Care at \$0 cost share for members in June 2024, the Board now must decide if they would like to reverse this decision which would require copays to resume for MDLIVE for Urgent Care visits. She stated that if the Board does not want to reverse the decision, then in order to comply with State regulation, telehealth services provided by regular "brick and mortar" Primary

3. PPO and HRA Plans - Virtual Care Cost Consideration. (continued)

Care Providers (PCPs) will be covered at 100%, and services for both urgent and primary care services through MDLIVE will be covered at 100% effective January 1, 2025.

After some discussion of getting double billed and a review of utilization, Jonathan Puckett moved to approve the recommendation as stated with a twelve-month review. Robert Weaver seconded, and the Board approved without objection.

4. Secure 2.0 Super Catch-up Considerations.

Christina Hickey reported to the Board that at the November Study Session, Finance and Voya presented information on the new Age 50+ Catch-up increased limits for Ages 60 to 63 provision of the SECURE 2.0 Act of 2022 section 109. She stated that the Board must decide whether to implement the optional Super Catch-Up provision for participants aged 60–63, effective January 1, 2025. She stated this provision would allow eligible participants to contribute an additional \$3,750 annually, increasing the total allowed contribution to \$34,750 for those in this age group. She also noted that there are 1,620 eligible participants, with 725 currently enrolled in MetroMax and implementing this change would require a one-time system configuration fee of up to \$25,200 for MetroMax.

John Cox, Voya, was present.

Sharon Sepik and Kevin Brown, Finance, were present.

Sharon Sepik reviewed the benefits of allowing the change.

Kevin Brown reviewed the cost to modify or create a new pay element for this change.

There was some discussion of the funding source for the configuration fee.

Jonathan Puckett moved to implement the optional super catch up provision for participants aged 60-63 effective January 1, 2025 and up to \$25,200 for the one time system upgrade. Shannon Hall seconded, and the Board approved without objection.

John Cox noted that Voya would reimburse Metro the first \$8,500 of the cost configuration.

5. Correspondence:

- a. Utilization report from CIGNA.
- b. Cigna – Clinical trials.

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. Annual report to Council.
- d. Voluntary insurance annual reports.

Items 6.-a. through and 6.-d. 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 10:20 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board