

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 7, 2003
9:30 a.m.

Room 163, Civil Service Conference Room, 222 Building

The Metropolitan Employee Benefit Board met in regular session on Tuesday, January 7, 2003, at 9:30 a.m. in Room 163, Civil Service Conference Room, 222 Building.

Those members present were:

Chair Clyde D. Smith, Vice Chair Betsy Walkup; Members: Albert Berry, James Cardwell, Sr., Pat Harris-Wingfield, B. R. Hall, Sr., John W. (Billy) Lynch, David Manning, Edward C. Mason, II and H. Russell White.

A. Approval of the December 3, 2002 minutes.

Russell White moved that the December 3, 2002 minutes be approved as submitted. This motion was seconded by Pat Harris-Wingfield and approved unanimously.

B. DISABILITY PENSIONS – New requests and reexaminations

*Pat Harris-Wingfield moved that the medical disability pension new requests be granted for the length of time as recommended by staff. This motion was seconded by Betsy Walkup and approved unanimously.

*Betsy Walkup moved that the in line of duty disability pension new requests be granted for the length of time as recommended by the staff. This motion was seconded by Billy Lynch and approved unanimously.

*Albert Berry moved that the medical disability pension reexaminations be continued for the length of time as recommended by the staff. This motion was seconded by Pat Harris-Wingfield and approved unanimously.

*Edward Mason moved that the in line of duty disability pension reexaminations be continued for the length of time as recommended by the staff. This motion was seconded by Billy Lynch and approved unanimously.

*The terms of the approval or extension of the items listed in the above motion are specifically stated in these minutes.

1. NEW REQUESTS

MEDICAL

B.-1.-a. Kenneth L. Covington, Senior Custodian, Metro Nashville Public Schools, date of hire 10-01-1984 with approximately 18 years and 3 months of credited service. (DOB: 08-28-1961) (M-B). Medical disability pension effective 01-01-2003.

As moved, seconded and approved, this pension was granted for one (1) year (January 2004) with reexamination at that time.

- B.-1.-b.** Annie M. Dangerfield, Senior Secretary, Metro Nashville Public Schools, date of hire 09-01-1986, with approximately 16 years of credited service. (DOB: 07-21-1946) (M-B). Medical disability pension effective 11-09-2002.

As moved, seconded and approved, this pension was granted for two (2) months (January 2003).

- B.-1.-c.** Gary M. McCandless, Registered Nurse, Metro Nashville General Hospital, date of hire 05-01-1989, with approximately 13 years & 8 months of credited service (DOB: 10-19-1953) (M-B). Medical disability pension effective 01-28-2003.

As moved, seconded and approved, this pension was granted for three (3) months (April 2003) with reexamination at that time.

- B.-1.-d.** Carlene H. Stoehr, Data Entry Operator 3, Circuit Court, date of hire 05-16-1988, with approximately 14 years & 6 months of credited service. (DOB: 07-23-1939) (M-B). Medical disability pension effective 12-04-2002.

As moved, seconded and approved, this pension was granted without stipulation of reexamination as she will convert to a Service Pension 08-01-2004.

- B.-1.-e.** Barbara A. Sweatt, Custodian 1, Metro Nashville Public Schools, date of hire 04-22-1985 with approximately 17 years & 8 months credited service. (DOB: 02-18-1950) (M-A). Medical disability pension effective 12-27-2002.

As moved, seconded and approved, this pension was granted for six months (June 2003) with reexamination at that time.

IN LINE OF DUTY

- B.-1.-f.** Rosa E. Barreto-Soto, Housekeeper, Metro Nashville General Hospital, date of hire 10-03-1997 with approximately 5 years and 2 months of credited service. (DOB: 09-20-1960) (M-B). In line-of duty disability pension effective 12-28-2002.

As moved, seconded and approved, this pension was granted for six months (June 2003) with reexamination at that time.

- B.-1.-g.** James L. Bobo, Maintenance & Repair Leader 1, Parks & Recreation, date of hire 08-27-1993 with approximately 9 years & 5 months credited service. (DOB: 07-19-1959) (M-B). In line of duty disability pension effective 01-31-2003.

As moved, seconded and approved, this pension was granted for four months (May 2003) with reexamination at that time.

- B.-1.-h.** Billie S. Dunn, Environmental Services, Metro Nashville General Hospital, date of hire 04-26-1989 with approximately 13 Years & 7 months of credited service. (DOB: 02-26-1952) (M-B). In line of duty disability pension effective 01-24-2003.

As moved, seconded and approved, this pension was granted for six (6) months (July 2003) with reexamination at that time.

- B.-1.-i.** Arthur L. Knight, Certified Nursing Technician, Bordeaux Hospital, date of hire 05-15-1993, with approximately 9 years & 8 months of credited service. (DOB: 05-21-1950) (M-B). In line of duty disability pension effective 01-17-2003.

As moved, seconded and approved, this pension was granted for six (6) months (July 2003) with reexamination at that time.

- B.-1.-j.** Donna K. Mauldin, Licensed Practical Nurse, Bordeaux Hospital, date of hire 12-19-1982, with approximately 20 years of credited service. (DOB: 05-24-1949) (M-B). In line of duty disability pension effective 01-23-2003.

As moved, seconded and approved, this pension was granted for six (6) months (July 2003) with reexamination at that time.

2. REEXAMINATIONS

MEDICAL

- B.-2.-a.** Thomas L. Baldwin, Equipment Operator 3, Public Works, date of hire 07-18-1961 with 26 years and 11 months credited service. (DOB: 06-04-1941) (M-A). Medical disability pension effective 07-05-1988.

As moved, seconded and approved, this pension was continued until July 2006 at which time he will be 65 years old and will convert to a Service Pension.

- B.-2.-b.** Robert L. Isom, Treatment Plant Technician, Water Services, date of hire 09-01-1991, with an estimated 10 years and 4 months of credited service. (DOB: 11-13-1958) (M-B). Medical disability pension effective 01-29-2002.

As moved, seconded and approved, this pension was continued for one (1) year (January 2004) with reexamination at that time.

- B.-2.-c.** Charles E. Link, Jr., Chief Deputy Clerk, Circuit Court, date of hire 07-16-

1984, with 10 years and 1 month of credited service. (DOB: 11-19-1958) (M-A). Medical disability pension effective 09-01-1994.

As moved, seconded and approved, this pension was continued for one year (January 2004) with reexamination at that time.

- B.-2.-d.** Sylvia F. Moody, Educational Assistant, Metro Nashville Public Schools, date of hire 09-08-1986, with an estimated 15 years and 3 months of credited service. (DOB: 11-20-1941) (M-B). Medical disability pension effective 12-15-2001.

As moved, seconded and approved, this pension was continued for one year (January 2004) with reexamination at that time.

- B.-2.-e.** Kimberly A. Willeby, Teacher Assistant, Metro Nashville Public Schools, date of hire 05-16-1991, with approximately 10 years and 6 months of credited service. (DOB: 01-01-1968) (M-B). Medical disability pension effective 10-26-2001.

As moved, seconded and approved, this pension was continued for (6) months (July 2003) with reexamination at that time.

- B.-2.-f.** Michael R. Woosley, Equipment Supply Supervisor, General Services, date of hire 02-01-1987, with 12 years and 8 months of credited service. (DOB: 09-16-1954) (M-B). Medical disability pension effective 06-22-1999.

As moved, seconded and approved, this pension was continued for one (1) year (January 2004) with reexamination at that time.

IN LINE OF DUTY

- B.-2.-g.** Windell J. Akers, Sergeant, Police Department, date of hire 08-01-1964, with 17 years & 4 months of credited service. (DOB: 10-25-1942) (M-A P&F). In line of duty disability pension effective 04-23-1982.

As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination as Mr. Akers disability pension will convert to a service pension effective 11-01-2007.

- B.-2.-h.** Robert N. Austin, Laborer, Public Works, date of hire 06-01-1974, with 5 years of credited service. (DOB: 01-22-1942) (M-A). In line of duty disability pension effective 06-30-1979.

As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination, as Mr. Austin's disability pension will convert to a service pension effective February 2007.

B.-2.-i. Brian L. Burlison, Fire Fighter 2, Fire Department, date of hire 10-16-1986, with 12 years and 10 months of credited service. (DOB: 04-26-1963) (M-B P&F). In line of duty disability pension effective 07-28-1999.

As moved, seconded and approved, this pension was continued for one (1) year (January 2004) with reexamination at that time.

B.-2.-j. Rhonda C. Dickens, Police Officer 2, Police Department, date of hire 11-12-1990, with 6 years and 1 month of credited service. (DOB: 08-27-1959) (M-B P & F). In line of duty disability pension effective 12-14-1996.

As moved, seconded and approved, this pension was continued for three (3) months (April 2003) with an Independent Medical Examination (IME) to determine the current work restrictions.

B.-2.-k. Clennis R. Greer, Fire Captain, Fire Department, date of hire 08-16-1972, with 27 years and 1 month of credited service. (DOB: 11-16-1942) (M-A P&F). In line of duty disability pension effective 08-26-1999.

As moved, seconded and approved, this pension was continued for one year (January 2004) with reexamination at that time.

B.-2.-l. Lawrence J. Lee, Custodian/Groundskeeper, Parks & Recreation, date of hire 01-29-1993 with 4 years and 1 month of credited service. (DOB: 05-21-1950) (M-B). In line of duty disability pension effective 03-01-1997.

As moved, seconded and approved, this pension was continued for four (4) months (May 2003) with reexamination at that time.

B.-2.-m. Marie Petty, Nursing Assistant, Certified, Bordeaux Hospital, date of hire 09-26-1976, with 24 years and 4 months of credited service. (DOB: 05-17-1948) (M-B). In line of duty disability pension effective 06-05-2001.

As moved, seconded and approved, this pension was continued for six (6) months (July 2003), with reexamination at that time to assess any progress toward returning to work.

C. SERVICE/DISABILITY TO SERVICE PENSIONS

Service

Employee	Department	Classification	Plan A/B	Estimated Effective Date
Laura Hoffman	Fire Department	Fire Marshall – Assistant	B	01-01-2003
Clifford Abernathy, Jr.	Fire Department	Paramedic 2	B	01-01-2003
Charles Coode	Sheriff's Department	Warrant Officer 1	B	12-14-2002

(Service pensions continued)

Employee	Department	Classification	Plan A/B	Estimated Effective Date
Phyllis Holt	Bordeaux Hospital	Hospital Secretary	B	01-01-2003
James Stevens	Finance Department	Finance Officer 1	B	12-01-2002
Donald Heath	Police Department	Police Lieutenant	B	01-02-2003
Geraldine Williams	General Hospital	Ctr Svcs Instr	B	01-02-2003
Thomas Marcrum, Jr.	Sheriff's Department	Senior Correctional Officer	A	01-01-2003
Anderson Rucks	Juvenile Court	Probation Officer 2	B	12-16-2002
Elston Winters	Parks & Recreation	Safety Coordinator	B	01-04-2003
Ruth Smith	Police Department	Police Operations Coordinator 1	B	01-01-2003
Barbara Douglas	Metro Nashville Public Schools	School Secretary - Clerk	B	01-01-2003
Judy Gouldener	General Hospital	Health Info Tech.	B	01-01-2003
Bertie Carney	Metro Nashville Public Schools	Food Service	B	01-04-2003
Juanita Gillespie	Metro Nashville Public Schools	School Bus Driver	B	01-01-2003
Mary Wherry	Parks & Recreation	Assistant Director	B	04-15-2003
Oma Hale	Metro Nashville Public Schools	Administrative Assistant	B	01-01-2003

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Charles B Lewis, Jr.	Police Department	B	10/01/02
Bernice Kerr	Metro Nashville Public Schools	B	10/01/02
Roger D. Madden	Fire Department	B	10/01/02
Alfred L. Fields	Metro Nashville Public Schools	A	10/01/02
John A. Sorace	Police Department	A	09/01/02
Billy R. Pruett	Fire Department	A	11/01/02

Albert Berry moved that the service and disability to service pensions be approved as submitted. This motion was seconded by Pat Harris-Wingfield and approved unanimously.

D. WIDOW AND SURVIVOR PENSIONS

Survivor Name	Employee Name	Department	Plan Membership	Effective Date
Mildred Taylor	William J. Taylor	Water Services Dept.	Old Plan	11-30-2002
Donna Crouch	Jack Crouch	Fire Department	A	12-04-2002
Mary E. Wilson	Ernest E. Wilson	Public Works	A	12-07-2002
Nelly V. Crocker	William V. Crocker	Parks & Recreation	A	12-16-2002
Nancy Pierce	Frank H. Pierce	Police Department	B	01-01-2003

B.R. Hall moved that the widow and survivor pensions be approved as submitted. This motion was seconded by Edward Mason and approved unanimously.

E. MISCELLANEOUS

Old Business:

1. Request of Donna K. Dobbs to change medical disability pension to in line of duty disability pension.

Donna Dobbs was present.

Phil Davidson was present.

John Kennedy reviewed the staff report with the Board. He stated that it is the recommendation of the staff that based on the results of the IME that was ordered by the Board, that Ms. Dobbs be returned to work.

David Manning moved that Ms. Dobbs be returned to work and that her pension cease upon her re-employment by Metro Nashville Public Schools (MNPS) or her refusal to accept a position. This motion was seconded by Billy Lynch.

The Board had a lengthy discussion in regards to the IME report, other physicians statements and issues surrounding return to work.

Donna Dobbs informed the Board of the medications being taken and her recent surgery.

Paula Krebs and Alice Huffstettler of Eckman/Freeman discussed the case history and the IME appointment.

The Board continued to further discuss the IME report and future restrictions, Albert Berry called for the question. A vote was taken and the floor remained open for discussion due to a tie vote.

After further discussion, the Board concluded that this item will be deferred and any member that has any specific questions that need to be answered in regards to the IME by the IME doctor be submitted so they can be addressed and that staff explore potential job opportunities within Metro for Ms. Dobbs.

2. Summary of voluntary short and long-term disability plans.

Greg Drennan gave an overview of Metro's current disability benefits and the proposed voluntary short and long-term disability plans with Standard Insurance Company. He stated that the proposed short-term disability program includes all employees working at least 20 hours per week, a 7 calendar day (from the date of

disability) waiting period before benefit commencement, a benefit duration of 180 calendar days (from the date of disability), a benefit amount of 60% of pay, not to exceed \$2,076.92 per week and you may use vacation and sick leave during the first 7 calendar days of disability/illness. He also stated that the proposed long-term disability program includes all employees working at least 20 hours per week with less than 10 years of pension-credited service, a waiting period of 180 calendar days (from the date of disability) before benefit commencement, a benefit duration to age 65 with a reduced benefit period if disabled after age 65, a benefit amount of 50% of pay not to exceed \$7,500 per month and the employee must use all sick leave and vacation before benefit commences and it can be offset by primary and family social security benefits. He stated that the short-term disability rate is roughly \$.51 cents per \$10 of weekly compensation.

David Manning questioned if there is any minimum enrollment numbers with the long and short-term disability contract.

Greg Drennan stated the minimum is 25%, however, there was some stipulation that if it is less than 20% it can be re-rated next time. Mr. Drennan stated the rate for the long-term disability can be based on a flat rate for all ages or an age banded rate.

B.R. Hall questioned whether or not this is guaranteed issue regardless of the medical condition.

Mr. Drennan stated yes. He also stated that if enrollment is less than 20% evidence of insurability can be requested on the enrollees.

David Manning questioned if enrollment is less than 20% and that triggers their ability to ask for evidence of insurability does it also trigger their ability to change the rates in year one.

Mr. Drennan stated there is a guaranteed rate from them of 19 months if started June 1, 2003. He stated subsequent rates will be determined based on Metro's experience.

After some discussion, David Manning moved entering and negotiating a contract and that a flat banded rate be used on the long-term disability rate. This motion was seconded by Betsy Walkup and approved unanimously.

After a discussion on clarification of the motion, B.R. Hall changed his vote to no and Clyde Smith changed his to abstaining.

3. Update on DROP.

John Kennedy reported that implementation of the program will be as soon as the Board determines that the administrative procedures are in place to operate the program. He stated that staff has been working with Bryan, Pendleton, Swats &

McAllister on this. He stated the key components of the plan is having the ability to get the information to employees so they can understand what the new option is and having the ability to calculate their benefit and present it to them in a way that they can understand. He stated employees eligible for a service pension this year have been identified and focus will begin with them first.

F. COMMITTEE REPORTS

1. **Investment Committee:** (Chair David Manning; Vice Chair Betsy Walkup; Members: Albert Berry and H. Russell White)

David Manning reported to the full Board that the Investment Committee met on December 6, 2002, and had the following item to report to the full Board:

- a. Discussion of items to add to the 457 plan.

Celia Kirby reported that the Investment Committee recommends amending the 457 deferred compensation plan to include accepting rollovers from other types of plans and to allow distribution to participants with accounts of \$5,000 or less with no contributions being made in the past two years.

David Manning stated these issues have been reviewed by the committee, the consultants and staff. He also stated that they comply with the IRS guidelines and the changes are recommended.

Albert Berry moved approval of amending the 457 deferred compensation plan to include the changes. This motion was seconded by Betsy Walkup and approved unanimously.

At this time, Debbie Sims and Ron Karr of Blue Cross Blue Shield gave an update on the situation with HCA. Mr. Karr stated that the negotiations are over hospital fees. Mr. Karr reviewed a rate analysis of urban versus rural areas. He also reviewed the hospital network without HCA citing that there is still very excellent coverage without HCA.

After some discussion of the negotiations with Blue Cross Blue Shield and HCA, David Manning moved that the staff explore options for transition in the event there is not an agreement. This motion was seconded by Edward Mason and approved unanimously.

G. REPORTS FOR YOUR INFORMATION

1. Continuation of current disability pensions.
2. Disability Management pending applications report.
3. Social Security approvals.
4. Unforeseeable emergency withdrawal requests.
5. Refund of pension contributions.
6. Repayment of pension contributions.
7. Report on return to work.

Items G.-1. through G.-7 were for information only and no action was required.

8. Disability agenda items – alternative format.

Michael Fay reported that staff has been working on a new format for the disability section of the agenda. He stated the new chart format will be much easier to read and staff will begin using this format in February.

John Kennedy reported there have been some recent changes regarding light duty assignments with the Hospital Authority. He stated that a number of the employees working in that capacity will no longer be doing so. He stated that some of them have applied for a disability pension and there will probably be a slight increase in the number of applicants coming out of Bordeaux Hospital.

H. LATE ITEM AGENDA

There were no late items reported.

There being no further business before the Board, the meeting was properly adjourned at 11:44 a.m.

_____ Date

_____ John P. Kennedy, Assistant Director
of Human Resources

_____ Date

_____ Clyde D. Smith, Chair

_____ Approved as Submitted

_____ Approved as Amended