

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 4, 2003

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on November 4, 2003 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:30a.m.

Benefit Board Members present: Chairman Clyde D. Smith, Vice-Chairperson Betsy Walkup; Members: Albert Berry, B. R. Hall, Sr., Pat Harris-Wingfield, Randy Lovett, David Manning, Edward C. Mason, II and H. Russell White.

Member Thomas A. Storey was unable to be present.

Other Members present: Mr. John P. Kennedy, Assistant Director of Human Resources, Mr. Michael Bligh, Metro Legal Department – Attorney and Christopher Fletcher, Civil Service Medical Examiner.

A. MINUTES: Chairman Smith 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 October 7, 2003. With no corrections, nothing further was noted Russell White moved for approval. Vice-Chairperson Betsy Walkup seconded and the Board approved without objection.

B. DISABILITY PENSIONS

MOTION: B.R. Hall moved approval of the disability pension new requests for the length of time as recommended by the staff. Edward Mason seconded and the Board approved without objection. Randy Lovett moved approval of the disability pension reexaminations for the length of time as recommended by the staff. B.R. Hall seconded and the Board approved without objection.

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

NAME	DEPARTMENT	RECOMMENDATION
B.-1.-a. Marsha T. Bailey	MNPS	As moved, seconded and approved, this pension was granted for three months (December 2003) with reexamination at that time.
B.-1.-b. Joseph B. Bone	Codes	As moved, seconded and approved, this pension was granted for one year (February 2005) with reexamination at that time.
B.-1.-c. Sandra L. Cook	MNPS	As moved, seconded and approved, this pension was granted for one year (May 2004) with reexamination at that time.
B.-1.-d. Sarah J. Davis	Human Resources	As moved, seconded and approved, this pension was granted with reexamination June 2005.
B.-1.-e. Dorothy I. Hendking	MNPS	As moved, seconded and approved, this pension was granted for four (4) months (February 2004) with reexamination at that time.
B.-1.-f. John D. Hosse	Public Works	As moved, seconded and approved, this pension was granted for one year (October 2004) with reexamination at that time.
B.-1.-g. Sue S. Moore	Bordeaux Hospital	As moved, seconded and approved, this pension was granted for one year (September 2004) with reexamination at that time.

1. NEW REQUESTS

(continued)

MEDICAL

NAME	DEPARTMENT	RECOMMENDATION
B.-1.-h. Terrie L. Moran	State Trial Courts	As moved, seconded and approved, this pension was granted with reexamination in one year (January 2005).
B.-1.-i. Larry W. Pruitt	Water Services	As moved, seconded and approved, this pension was granted with reexamination in February 2004.
B.-1.-j. Janet L. Swack	Health	As moved, seconded and approved, this pension was granted for one year (November 2004) with reexamination at that time.
B.-1.-k. Linda G. Whittaker	Metro Action Commission	As moved, seconded and approved, this pension was deferred for one month (December 2003) in order for the CSME, Dr. Fletcher to review the medical information.

IN LINE OF DUTY

B.-1.-l. Arthur C. McMillion	Water Services	As moved, seconded and approved, this pension was granted with reexamination in six months (May 2004).
B.-1.-m. Charlene Moscato	Sheriff	As moved, seconded and approved, this pension was granted for one year (November 2004) with reexamination at that time.

2. REEXAMINATIONS

MEDICAL

B.-2.-a. Patricia A. Magee	Metro Action Commission	As moved, seconded and approved, this pension was continued without stipulation of reexamination for five years (October 2008).
B.-2.-b. Ricky Robinson	Sheriff	As moved, seconded and approved, this pension was continued for five years (November 2008) with reexamination at that time.

IN LINE OF DUTY

B.-2.-c. Blondell C. Moore	MNPS	As moved, seconded and approved, this pension was continued for one year (November 2004) with reexamination at that time.
B.-2.-d. Stanley W. Shelton	Fire	As moved, seconded and approved, this pension was continued for one year (November 2004) with reexamination at that time.
B.-2.-e. Phillip R. Vandohlen	Water Services	As moved, seconded and approved, this pension was continued for one year (November 2004) with reexamination at that time.

C. PENSIONS (service, disability to service, options elected and survivor)

MOTION: Russell White moved approval of the pensions. Betsy Walkup seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Rebecca Rhoton	General Hospital	Clinical Nurse	A	09/26/03	11/07/03

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Janice Anderson	General Hospital	Admitting Clerk	B	10/03/03	10/10/03
Bob Ramsey	Codes	Chief Bldg. Insp.	B	10/06/03	01/01/04
Mary Arnold	Trustee	Deputy Tax Acc.	B	10/08/03	12/31/03
Eleathe King	MNPS	School Bus Driver	B	10/13/03	01/01/04
Larry Flair	Police	Police Officer III	B	10/10/03	11/08/03
Zennie Lanier	Library	Office Support Rep. II	B	10/10/03	11/28/03
Frank Credie	Parks	PW Worker II	B	10/14/03	11/01/03
Bessie Sircy	MNPS	Guidance Secretary	B	10/14/03	12/15/03
Virgil Bryant	Codes	Building Inspector II	B	10/14/03	12/05/03
Judy Osborne-Armstrong	Library	Library Associate II	B	10/16/03	01/01/04
Mary Martin	Library	Library Associate II	B	10/16/03	01/01/04
William Sullivan	Water	Tech. Services Coord.	B	10/17/03	11/01/03
Betty Yates	General Hospital	VESTED	B	10/17/03	11/01/03

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Jerry T. Piercey	Codes	B	10/01/03
Jackie W. Gregory	Sheriff	B	10/01/03
James D. Deck	Police	A	10/01/03

Options elected

Name	Department	Pension type	Plan A/B	Effective Date	Option	DROP election
Bobbie G. Bailor	Water and Sewer	Service	B	8/23/2003	Option D	
Stevie R. Benton	Police	P&F Service	B	9/1/2003	Option A	2
Joan E. Connor	Bordeaux Hospital	Early Service	B	9/16/2003	Option F	
Brenda M. Duck	Health	Early Service	B	9/1/2003	Normal	
Dannie J. Eddings	Police	P&F Service	B	7/1/2003	Option E	
Nancy C. Garrett	General Hospital	Service	B	8/2/2003	Option A	3
William B. Hendricks, Jr.	Fire	P&F Service	B	8/21/2003	Option F	1
Lester A. Kinzer	Codes Administration	Service	B	8/1/2003	Option E	3
Simon E. Morrow, Jr.	Police	P&F Service	B	9/1/2003	Option A	
Theodore J. Murphy	MNPS	Service	B	8/20/2003	Option B	
Dale Parker Jr.	Information Technology	Service	B	9/1/2003	Normal	
James W. Randall	Fire	P&F Service	B	9/12/2003	Option E	
Terry W. Simmons	Sheriff	P&F Service	B	9/1/2003	Option A	
Annette Sledge	General Hospital	Service	B	8/30/2003	Normal	3
Thomas W. Stone	Parks	Early Service	B	9/11/2003	Normal	
Thomas S. Williams	Water and Sewer	Service	B	8/12/2003	Normal	
Joe M. Yates	Fire	P&F Service	B	8/21/2003	Option F	

Pension options key:

- Normal - life annuity (no option elected)
- Option A - Joint & Survivor - 100% to surviving beneficiary
- Option B - Joint & Survivor - 50% to surviving beneficiary
- Option C - Social Security
- Option D - 120 payments certain and life
- Option E - Joint & Survivor - 100% to surviving beneficiary with pop-up feature
- Option F - Joint & Survivor - 50% to surviving beneficiary with pop-up feature

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
James Nichols	Public Works	Ina Nichols	B	09/16/03
Ricky Dean Trapp	Fire	Karen Trapp	B	07/18/03
Joseph Hewgley	Library	Evelyn Hewgley	B	09/28/03
Glynn Donald Murphy	Fire	Peggy Murphy	A	09/28/03
Horner B. Brandon	Water & Sewer	Isabell C. Brandon	B	10/01/03
Diane Schmitt	Health	Ken Schmitt	B	10/07/03
Carl Smith	Fire	Vivian Smith	B	08/27/03
Danny Woodard	Police	Phyllis Woodard	A – disability	10/27/03

BENEFIT BOARD ITEMS

Mr. John P. Kennedy, Assistant Director of Human Resources, submits the following for the Board's consideration and appropriate action:

Old Business:

Item # 1. Health plan exception.

John Kennedy reported that after discussing this issue with the Legal Department and the HIPAA consultant staff has been advised that Metro is not required to offer COBRA coverage to the employees dependent and staff recommends that the Board not authorize offering COBRA coverage for the dependent under Metro's health plans.

MOTION: David Manning moved approval of the staff recommendation. Albert Berry seconded and the Board approved without objection.

New Business:

Item # 2. Appeal for Blue Cross Blue Shield to cover work hardening.

John Kennedy reported this employee was injured on the job and chose to use his insurance coverage. He stated that at the recommendation of this individual's doctor and case management he went through a work hardening program for which Blue Cross Blue Shield denied coverage based on medical necessity. Mr. Kennedy stated that after discussion with his case manager and no information indicating that Blue Cross would not pay for this staff recommends this one time exception for approval of payment of the work hardening claims denied by Blue Cross Blue Shield based upon Metro Code Section 3.08.040(G)(6). He also stated that it will be stressed to case managers to ensure that for future cases like this, they are aware that if the employee goes through Blue Cross it is unlikely to be covered.

MOTION: B.R. Hall moved approval of the staff recommendation. Edward Mason seconded and the Board approved without objection.

Item # 3. Herman Page – Disability Pensioner.

John Kennedy reported that this individual has been medically cleared to return to work and he has indicated that he does not want to return to work with Metro. Mr. Kennedy stated that after discussing this issue with legal, staff recommends that the Board process this as if he accepted reemployment and then terminated, which would enable Metro to terminate his disability pension and allow his time toward service pension to become vested.

MOTION: B.R. Hall moved approval of the staff recommendation. Edward Mason seconded and the Board approved without objection.

Item # 4. Cost of living adjustments for 2004.

John Kennedy reported that the actuary recommends cost of living adjustments of 2.5% for Division A and 1.0% for Division B.

MOTION: Albert Berry moved approval of the cost of living adjustments. Randy Lovett seconded and the Board approved without objection.

Item # 5. Kroll audit:

- a. Status of investigations from Kroll audit.
- b. Kroll audit – Settlement of claim.
- c. Review return to work status on Gary Gressmire.

John Kennedy reviewed the correspondence from the Legal Department as follow up to the Kroll Audit.

After some discussion, the Board indicated they would like to continue to be briefed on the cases and actions taken.

Item # 6. IOD treatment network pilot program.

John Kennedy reviewed the process to date. He stated that it is recommended that the Board adopt language to amend Metro Code Section 3.24.020 to specifically reference a pilot program for one year. He stated that provision will give the Board the authority to make a determination as to whether or not to establish the network on a regular basis.

After some discussion on the one-year pilot period the Board determined allotting a two-year pilot period.

MOTION: B.R. Hall moved approval of the proposed Code amendment to include a two-year period. David Manning seconded and the Board approved without objection.

John Kennedy stated that staff is working with ASC to develop a mechanism to collect information to determine cost. He also presented a draft of a process that would allow information to be collected on claims to avoid double payments.

Item # 7. Update on annual enrollment.

John Kennedy stated that annual enrollment is now completed and confirmation statements will be mailed soon.

Item # 8. Long-term disability options.

John Kennedy stated that the minimum enrollment requirements for having the long-term disability program have been met. He stated that enrollment for this benefit only will be extended to meet the requirement for not having to have evidence of insurability.

Item # 9. Study & Formulating Committee issues.

John Kennedy reviewed the updated list of issues with the Board documenting the decisions made by the Board with respect to each issue.

Item # 10. Correspondence:

Compliance with open meetings act.

- Item # 11. Reports for your information:
- a. Return to work.
 - b. Social Security approvals.
 - c. Refund of pension contributions.
 - d. Repayment of pension contributions.
 - e. Emergency withdrawal requests.
 - f. Employee benefit trust fund annual comparison management consultant expenses.
 - g. Employee benefit trust fund annual comparison investment management expenses.
 - h. Employee benefit trust fund total expenses annual comparison.

Items #10 and #11 were for information only.

With nothing further presented, the meeting adjourned at 10:38 a.m.

ATTEST:

APPROVED:

***Mr. John P. Kennedy, Assistant Director
Human Resources***

***Mr. Clyde D. Smith, Chairman
Employee Benefit Board***