

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

October 7, 2003

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on October 7, 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, Thomas A. Storey and H. Russell White.

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 September 2, 2003 and the special called meeting held on September 16, 2003. With no corrections, nothing further was noted Albert Berry moved for approval. Thomas Storey seconded and the Board approved without objection.

B. DISABILITY PENSIONS

MOTION: Betsy Walkup moved approval of the disability pension new requests, with the exception of item B.-1.-f., Kathryn N. Montgomery, which was considered separately. Albert Berry seconded and the Board approved without objection. After some discussion on item B.-1.-f., Kathryn N. Montgomery, David Manning moved that this item be deferred to the Pension Committee for review. A vote was taken and the Board approved with B.R. Hall opposed. Albert Berry moved approval of the disability pension reexaminations, with the exception of item B.-2.-i., Blondell C. Moore. Betsy Walkup seconded and the Board approved without objection.

NAME	DEPARTMENT	RECOMMENDATION
1. NEW REQUESTS		
MEDICAL		
B.-1.-a. Clarence E. Adams	General Services	As moved, seconded and approved, this pension was granted for one year (February, 2005) with reexamination at that time.
B.-1.-b. Martha J. Anglin	MNPS	As moved, seconded and approved, this pension was granted for one year (August 2004) with reexamination at that time.
B.-1.-c. Ann G. Avrit	MNPS	As moved, seconded and approved, this pension was granted for one year (12-2004) with reexamination at that time.
B.-1.-d. Sherwin V. Canterbury	Finance	As moved, seconded and approved, this pension was deferred, pending a review by the Civil Service Medical Examiner.
B.-1.-e. Mary L. Derrick	MNPS	As moved, seconded and approved, this pension was granted for three (3) months (January 2004) with re-examination at that time.
B.-1.-f. Kathryn N. Montgomery	Police	As moved, seconded and approved, this pension was deferred to the Pension Committee.
B.-1.-g. Bobbie E. Rediker	MNPS	As moved, seconded and approved, this pension was granted for six months (April 2004) and that the Civil Service Medical Examiner be requested to review to determine if it should be changed to an In-Line-of-Duty Disability Pension.
B.-1.-h. Donald L. Stockton	Public Works	As moved, seconded and approved, this pension was granted for one year (September 2004) with reexamination at that time.

B.-1.-i. Mattie R. Tulloss MNPS As moved, seconded and approved, this pension was granted for four months (February 2004) with reexamination at that time.

IN LINE OF DUTY

B.-1.-j. Catherine Nesbitt-Brown Bordeaux As moved, seconded and approved, this pension was granted for one year (October 2004) with reexamination at that time.

B.-1.-k. Robert W. Scruggs Public Works As moved, seconded and approved, this pension was granted for six months (August 2004) with reexamination at that time.

2. REEXAMINATIONS

MEDICAL

B.-2.-a. Susan G. Brumfield Human Resources As moved, seconded and approved, this pension was continued without stipulation of reexamination for five years (October 2008).

B.-2.-b. Karine H. Green Police As moved, seconded and approved, this pension was continued for one year (October 2004) with reexamination at that time.

B.-2.-c. Katherine A. Hardin Bordeaux As moved, seconded and approved, this pension was continued for one year (October 2004) with reexamination at that time.

B.-2.-d. Karen M. Jones NGH As moved, seconded and approved, this pension was continued for one year (October 2004) with reexamination at that time.

B.-2.-e. Darryl L. McKibben Water Services As moved, seconded and approved, this pension was continued for four months (February 2004) with reexamination at that time.

B.-2.-f. Michael W. Nichols Police As moved, seconded and approved, this pension was continued for one year (October 2004) with reexamination at that time.

B.-2.-g. Nancy M. Phillips Planning Commission As moved, seconded and approved, this pension was continued for one year (October 2004) with reexamination at that time.

IN LINE OF DUTY

B.-2.-h. Bonnie J. Malone Police As moved, seconded and approved, this pension was continued without stipulation (October 2008) with reexamination at that time.

B.-2.-i. Blondell C. Moore MNPS As moved, seconded and approved, this pension was deferred for one month, with reexamination at that time.

B.-2.-j. Charles L. Stevens Police As moved, seconded and approved, this pension was continued for six months (April 2004) with reexamination at that time.

B.-2.-k. Ronald E. Turner Fire As moved, seconded and approved, this pension was continued for six months (April 2004) with reexamination at that time.

C. PENSIONS

Service

Employee	Department	Classification	Plan A/B	Date Applied	Estimated Effective Date
Nan Luffman	Human Resources	Human Resources Assistant	B	08/21/03	10/16/03

C. PENSIONS (continued)

Service

Employee	Department	Classification	Plan A/B	Date Applied	Estimated Effective Date
Barbara Powell	MNPS	General Assistant	B	08/26/03	09/16/03
Bobbie Bailor	Water Services	Office Support Rep. III	B	08/26/03	08/26/03
Jennifer Hunter	General Services	Em. Comm. Train. Off.	B	08/29/03	10/01/03
Gwendolyn Aikens	Metro Action Commission	Head Start Teacher II	B	09/02/03	09/08/03
Faye Sanders	Metro Action Commission	Account Associate II	B	09/03/03	10/01/03
Jack Sawyer	Public Works	Sanitation Mgr.	B	09/04/03	09/25/03
Jennifer Chapman	MNPS	Cashier	B	09/04/03	09/05/03
Carolyn Hunter	Bordeaux	Patient Care Mgr.	B	09/05/03	12/15/03
Dorothy Hayes	General Hospital	Medical Imaging Clerk	B	09/05/03	09/01/03
Carlene Gilleland	General Hospital	Radiologic Tech	B	09/10/03	11/01/03
Gary Felts	Police	Police Officer III	B	09/11/03	10/01/03
Phillip Richardson	Fire	Fire Chief	B	09/15/03	10/01/03
Sarah Rucker	MNPS	Special Education Assistant	B	09/16/03	09/04/03
William Dwyer	Police	Police Officer II	B	09/17/03	11/01/03
Earl Hunter	Police	Police Officer III	B	09/17/03	11/01/03
Marshall J. Hughes	MNPS	Field Manager	B	09/23/03	10/01/03
Jim Thacker	Mayor's Office	Director of Emergency Mgmt.	B	09/25/03	09/11/03
Robert Skeggs	Fire	Captain	B	09/25/03	09/27/03

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
William A King	Fire	B	09/01/03
Jerry L Dooley	Finance	B	09/01/03
Judy H Boone	MNPS	A	09/01/03
Opal J Jones	Social Services	B	09/01/03
Roy W Hailey	Police	B	09/01/03
Nancy G Johnson	MNPS	B	09/01/03
Betty J Roberts	Bordeaux Hospital	B	09/01/03

Options elected

Name	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
James D. Arrington	Fire	P&F Service	B	7/2/2003	Normal	
Blanche E. Anthony	MNPS	Service	B	5/24/2003	Option F	
Thomas A. Bolden	MNPS	Service	B	8/16/2003	Option B	
Linda N. Carter	Bordeaux Hospital	Service	B	7/1/2003	Normal	
Norman E. Childress	General Hospital	Service	B	8/30/2003	Option A	
Willie E. Cobble	Fire	P&F Service	B	7/5/2003	Option F	1
Donald E. Collins	Fire	P&F Service	B	7/12/2003	Option F	1
Tana M. Comer	General Sessions Court	Early Service	B	2/18/2003	Normal	
Mickey F. Crook	Water and Sewer	Service	B	8/2/2003	Normal	
Patricia L. Dickerson	Election Commission	Service	B	7/2/2003	Normal	
Michael L. Duvall	Fire	Early Service	B	9/4/2003	Normal	
Robert E. Elam	Convention Center	Service	B	8/1/2003	Normal	
George T. Espinoza	Police	P&F Service	B	7/9/2003	Option F	
Sandra T. Francis	Police	Early Service	B	8/12/2003	Option F	
Jeannine S. Hand	Election Commission	Service	B	8/1/2003	Normal	
William H. Harper, Jr.	General Services	Service	B	8/1/2003	Option B	

Options elected (continued)

Name	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Lamar N. Howington	Codes Administration	Service	B	7/23/2003	Normal	
Maralyn S. James	Public Library	Early Service	B	3/11/2003	Normal	
Dorothea Jean-Daggs	Criminal Court Clerk	Service	B	6/28/2003	Normal	
Oddis M. Jenkins	Fire	P&F Service	B	7/22/2003	Option E	
James H. Keesee	Parks	Service	B	7/4/2003	Option D	3
Frank L. Leggett Jr.	Police	Service	B	8/1/2003	Option A	2
Jereleane Long	MNPS	Service	B	5/24/2003	Option D	
David T. Love Jr.	Police	Early Service	B	8/16/2003	Option E	
Mary T. Meyer	Public Library	Service	B	9/2/2003	Normal	
Harvey D. Miller	MNPS	Service	B	6/1/2003	Option F	
Treva M. Mount	General Hospital	Service	B	7/5/2003	Normal	
Willa F. Pennington	MNPS	Service	b	5/7/2003	Option F	
Patricia R. Phillips	Health	Early Service	B	8/23/2003	Normal	
Willie M. Reddon	Social Services	Service	B	7/1/2003	Normal	
Verlong G. Reeves	Fire	P&F Service	B	7/19/2003	Option B	
Frank M. Scruggs	Police	P&F Service	B	8/16/2003	Normal	
Hattie T. Williams	Police	Service	B	10/1/2002	Option E	
Richard D. Womack	Fire	P&F Service	B	7/17/2003	Option F	3
John W. Workman	MNPS	Early Service	B	8/2/2003	Normal	
Robert M. Wright	Fire	P&F Service	B	7/24/2003	Normal	

Survivor

Employee Name	Survivor Name	Department	Plan Membership	Effective Date
Charles Flanders	Madeline Flanders	Police	Old City	08/02/2003
Douglas Jackson	Alma Jackson	Public Works	A	08/15/2003
Edward Manning	Francis Manning	Water	Old City	08/09/2003
Edward Lamay	Carol Lamay	Public Works	Old City	08/25/2003
Oscar Stone	Barbara Stone	Police	B	09/01/2003
Brian Burlison	Mary Burlison	Fire	B	08/26/2003
Harrell Ellis, Jr.	Opha Ellis	Assessor of Property	B	09/03/2003
James McCord	Frances McCord	MNPS	B	08/21/2003
Richard Hudson	Janice Hudson	Sheriff	B	09/12/2003

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

BENEFIT BOARD ITEMS

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

Item # 1. IME on Arthur R. Taylor.

This item was deferred at the request of Dr. Fletcher.

Item # 2. Long-term care insurance.

John Kennedy reported that the evaluation committee recommends that the contract be awarded to Prudential with an effective date of January 1, 2004. He stated that procedures need to be developed to market the product to employees as well as deal with the employees

who had benefits under the old UNUM contract. He stated that staff recommends they be allowed to maintain the benefits under UNUM or elect new coverage under Prudential.

After some discussion of the different plans offered David Manning moved offering all three plans (base and base plan plus with different features). Seconded by Albert Berry and the Board approved unanimously.

Item # 3. Policy regarding the reporting of return to work pensioners.

John Kennedy reviewed the policy with the Board.

After lengthy discussion of the authority of the Board, David Manning moved approval of the return to work policy. Seconded by Randy Lovett and the Board approved with a vote of 6/4.

Item # 4. Direct pay participants – non-payment of insurance premiums.

John Kennedy reviewed the policy with the Board.

After some discussion on safety provisions for non- payment, Clyde Smith moved approval of the policy for non-payment of insurance premiums. Seconded by Edward Mason. David Manning amended the motion to include a conditional provision for individuals in good standing on their premiums. Albert Berry seconded the amendment and the Board approved without objection. Clyde Smith also amended the motion to include verifiable medical information if it contributed to the non-payment of premiums. Seconded by Thomas Storey and the Board approved without objection.

Item # 5. Economic Growth Tax Relief Reconciliation Act (EGTRRA).

John Kennedy stated this amendment keeps the plan in compliance with the IRS regulations.

David Manning moved approval of the amendment. Seconded by Albert Berry and the Board approved without objection.

Item # 6. Health-plan exception.

John Kennedy reported that there is an employee that came to Metro from the Cumberland Utility District whose child qualified for medical insurance at the Cumberland Utility district, but does not under Metro's plan because they are too old.

After discussion of the circumstances involved in this case, COBRA and HIPAA portability issues Albert Berry moved deferring any action on this until more information is received on options. Seconded by Edward Mason and the Board approved without objection.

Item # 7. Appeal for self-insured medical plan to cover medical procedure.

John Kennedy reported that the procedure in question is considered experimental by Blue Cross Blue Shield. He stated that under our plan anything that is deemed experimental by Blue Cross is not a covered expense. He stated this has been through the grievance process with Blue Cross and they have recommended it be denied.

After some discussion, David Manning moved that the procedure not be a covered expense. Seconded by Albert Berry and approved with one abstention.

Item # 8. Committee Reports

Investment Committee.

Celia Kirby reported to the Board that the Investment Committee met on September 4, 2003. She stated that Rich Ranallo of Segal Advisors reviewed the performance of the pension fund

and the deferred compensation plan. She stated Mr. Ranallo recommended to the Committee to amend the deferred compensation plan document guidelines to provide a nine-month lag to sunset terminated funds. David Manning moved approval of the Committee's recommendation to the full Board. Seconded by Betsy Walkup.

After some discussion a vote was taken and the motion was approved by the Board with a vote of 9/1.

Celia Kirby also reported that Mr. Ranallo recommended to the Committee to do a manager search for a new global fund based on the current funds poor performance. David Manning moved approval of the Committee's recommendation to the full Board to do a search for a new global fund. Seconded by Edward Mason and the Board approved without objection.

At this time the Board took a five-minute break and then reconvened with the remainder of the agenda.

Item # 9. IOD network and claims administration update.

John Kennedy reported that staff is working with ASC and Deloitte to develop the operations manual setting out how the plan will work.

Annual enrollment.

John Kennedy reported when annual enrollment will begin and reviewed the materials sent to employees and pensioners.

Item # 10. Study & Formulating Committee issues.

The Board discussed the section of the Charter that deals with the Study and Formulating Committee and reviewed more issues from the report.

Item # 11. REPORTS FOR YOUR INFORMATION

- a. Return to work.
- b. Social Security approvals. (none to report at this time)
- 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.

Item # 12. Correspondence

- a. Flexible spending account update.
- b. BCBS correspondence to employees.

Items #11 and 12 were for information only and no action was required.

With nothing further presented, the meeting adjourned at 12:30 p.m.

ATTEST:

APPROVED:

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

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