

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

June 1, 2004

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on June 1, 2004 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

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

Member Albert Berry was unable to be present.

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

A. MINUTES: Chair Betsy Walkup 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 May 4, 2004. With no corrections, nothing further was noted and Clyde Smith moved for approval. Randy Lovett seconded and the Board approved without objection.

B. DISABILITY PENSIONS:

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

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

1. NEW REQUESTS

MEDICAL

NAME	DEPARTMENT	RECOMMENDATION
B.-1.-a. Malcolm R. Crawford	Codes	As moved, seconded and approved, this pension was granted for 4 months (October 2004) with reexamination at that time.
B.-1.-b. Skeen O. Lane	Water	As moved, seconded and approved, this pension was granted for 4 months (September 2004) with reexamination at that time.

IN LINE OF DUTY

NONE

2. REEXAMINATIONS

MEDICAL

B.-2.-a. Jeanne B. Arnold	Human Resources	As moved, seconded and approved, this pension was continued for one year (June 2005) with reexamination at that time.
B.-2.-b. Raymond O. Crutcher	Water	As moved, seconded and approved, this pension was continued for two years (January 2006) with reexamination at that time.
B.-2.-c. Carl J. Davids	Police	As moved, seconded and approved, this pension was continued without stipulation of reexamination.

2. REEXAMINATIONS (continued)

MEDICAL

- B.-2.-d. Kim T. Greer Sheriff As moved, seconded and approved, this pension was continued for four months (October 2004) with reexamination at that time
- B.-2.-e. Denise R. Lee Bordeaux As moved, seconded and approved, this pension was continued for 4 months (October 2004) with reexamination at that time.
- B.-2.-f. Steven McClure County Clerk As moved, seconded and approved, this pension was continued for 6 months (December 2004) with reexamination at that time.
- B.-2.-g. Sherry R. Moss MNPS As moved, seconded and approved, this pension was continued for three months (September 2004) along with an Independent Medical Examination.
- B.-2.-h. Brenda R. Sewell MNPS As moved, seconded and approved, this pension was continued for 4 months (October 2004) with reexamination at that time.

IN LINE OF DUTY

- B.-2.-i. Roger A. Daniels Water As moved, seconded and approved, this pension was continued for 4 months (October 2004) with reexamination at that time.
- B.-2.-j. David W. McNeil, Sr. Public Works As moved, seconded and approved, this pension was continued for 6 months (December 2004) with reexamination at that time.
- B.-2.-k. Howard R. Harville Police As moved, seconded and approved, this pension was continued without stipulation of reexamination.
- B.-2.-l. Rosa E. Barreto-Soto MNGH As moved, seconded and approved, this pension was continued for five months (November 2004) with reexamination at that time.

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

MOTION: Clyde Smith moved approval of the service, disability to service, survivor pensions and options elected. Edward Mason seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Sandra McDonald	Health	Office Support Representative 3	B	04/28/04	06/25/04
Mildred Squire	Social Services	Group Care Worker	B	04/28/04	07/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Dorothy Black	Bordeaux Hospital	Patients Account Representative	B	04/28/04	10/15/04
Elizabeth M. Austin	MNPS	Senior Clerk	B	04/28/04	07/01/04
Bingham S. Sisk	Parks	Spec. Program Coordinator	B	04/28/04	09/15/04
Carolyn J. Storey	Police	Crossing Guard	B	04/28/04	05/21/04
Chakradhar R. Kodali	ITS	Info System Specialist	B	04/28/04	07/01/04
Sarah E. Eubanks	Police	Crossing Guard	B	04/28/04	05/21/04
Mary J. Lockett	Tax Assessor	Deputy-Tax Account	B	04/28/04	07/01/04
Henry H. Hager	Gen Sessions Ct	Judge	B	04/28/04	07/01/04
Leon Mathis	Library	Associate I	B	04/28/04	07/01/04
Franklin McElhiney	Fire	Firefighter 3	B	04/28/04	06/28/04
William Stevens	Parks	Recreation Center Manager	B	04/28/04	09/01/04
Gayle Parrish	Beer Board	Office Support Manager	B	04/28/04	09/02/04
Barbara Denson	Library	Office Support Representative 3	B	04/28/04	07/01/04
Archie Denson	General Services	Equipment and Supply Clerk 2	B	04/28/04	10/15/04
Rodney Waddell	Fire	Fire Inspector 2	B	04/28/04	05/08/04
George Dooley	Water	Administrative Services Officer 3	B	04/28/04	06/01/04
Dorothy Love	Police	Crossing Guard	B	04/28/04	05/21/04
Pauline Goad	Police	Crossing Guard	B	04/28/04	05/21/04
Ginger J. Bailey	Sheriff	Admin Services Officer 2	B	04/29/04	06/01/04
Freida E. Banniza	Planning Commission	Planning Tech 3	B	04/29/04	08/01/04
Alleane M. Pye	Planning Commission	Office Sup Rep 3	B	04/29/04	06/01/04
Joan M. Cannon	Social Service	Social Worker 2	B	04/29/04	07/01/04
Doris A. Davis	Bordeaux Hospital	Nursing Asst Cert I	B	04/29/04	07/01/04
Mary N. Frazier	Bordeaux Hospital	Nursing Asst Cert I	B	04/29/04	07/01/04
Johnny Wallace	Fire	Fire Engineer	B	04/29/04	07/01/04
Dolores Watson	Planning Commission	Office Support Specialist 2	B	04/29/04	10/01/04
Dezoral Thomas	General Sessions Court	Probation Officer 2	B	04/29/04	08/01/04
Jimmie Reeder	General Hospital	Carpenter	B	04/29/04	07/01/04
Shirley Judd	General Hospital	Secretary – Executive	B	04/29/04	07/01/04
Annie P. Hogan	General Hospital	RN	B	04/29/04	06/04/04
Jimmy Alexander	Planning Commission	Planning Technician 3	B	04/29/04	07/01/04
Janice Higgins	State Trial Courts	Probation Officer 3	B	04/29/04	08/01/04
George Kinnard	MNPS	Maintenance	B	04/16/04	07/01/04
Eva Green	MNPS	Educational Assistant	B	04/23/04	05/22/04
William C. Wilson	Fire	Engineer	B	04/30/04	05/17/04
Joanne Tate	Police	Crossing Guard	B	04/30/04	05/21/04
Alex Demoss	Water	Utility System Helper	B	04/30/04	07/01/04
Mildred Collier	Bordeaux Hospital	Nursing Assistant – Certified 1	B	04/30/04	06/24/04
Gerald Rankin	Community Education Alliance	Program Coordinator	B	04/30/04	07/01/04
Leslie Patterson	Police	Police Officer 2	B	04/30/04	07/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Judy Tucker	Finance	Finance Officer 3	B	04/30/04	10/15/04
Barbara Hodges	Library	Office Support Representative 3	B	04/30/04	07/01/04
Paul F. Petty	Fire	Firefighter	B	05/03/04	06/11/04
Ernest G. Wilson, Jr.	Police	Police	B	05/03/04	07/01/04
Clementine Brooks	General Hospital	RN	B	05/03/04	07/01/04
Larry M. Key	Fire	Captain	B	05/03/04	07/01/04
George R. Bledsoe	Police	Police Officer 2	B	05/03/04	07/01/04
Leo Summers	Sheriff	Warrant Officer 1	B	05/03/04	07/01/04
Annie McClain	Health	Public Health Nurse 2	B	05/03/04	06/05/04
Ruth Coe	MNPS	Bus Driver	B	05/03/04	05/24/04
Leslie Moore	State Trial Court	Judicial Assistant 1	B	05/03/04	07/01/04
Michael Hooper	Fire	Paramedic 2	B	05/03/04	07/01/04
Jean Barrett	Water	Administrative Assistant	B	05/03/04	07/15/04
Nell Adams	Police	Police Executive Assistant	B	05/03/04	05/14/04
Frances Phillips	Library	Circulation Assistant 2	B	05/03/04	07/01/04
James H. Green	Police	Police Officer 2	B	05/03/04	08/15/04
Roy Walker	Water	Utility Maintenance Supervisor	B	05/03/04	07/01/04
Eudora Keen	Police	Police Operations Coordinator 2	B	05/03/04	09/01/04
Mary Williams	Parks	Recreation District Manager	B	05/03/04	07/1/04
Lewis Crenshaw	General Hospital	Dietary Specialist	B	05/03/04	07/01/04
Juanita Howard	Police	Police Identification Specialist	B	05/03/04	06/02/04
Robert Bogus	Sheriff	Administrative Services Officer 3	B	05/03/04	07/01/04
Ronnie Watts	Sheriff	Correctional Officer 2	B	05/04/04	06/15/04
Booker White, Jr.	Parks	Parks and Recreation Superintendent	B	05/04/04	07/01/04
Annie Kelly	Criminal Court Clerk	Deputy Criminal Court Clerk	B	05/04/04	07/01/04
Bobby Starkey	Water	Customer Service Field Representative III	B	05/05/04	07/01/04
Dixie Gibson	Circuit Court Clerk	Administrative Assistant	B	05/05/04	07/01/04
Rosa Muse	General Hospital	Registered Nurse	B	05/05/04	07/01/04
Carl Cathey	Social Services	Custodian 1	B	05/05/04	07/01/04
Walter Seul	Police	Police Officer 2	B	05/05/04	07/01/04
Margaret Mason	Health	Public Health Nurse	B	05/05/04	07/01/04
Jerry Liddle	Fire	Fire Captain	B	05/05/04	06/01/04
Mary Lawson	General Hospital	Infection Control Practitioner	B	05/05/04	07/01/04
Thomas Lipscomb	Fire	Fire Assistant Chief	B	05/05/04	07/01/04
Rollie McAdoo	Juvenile Court	Probation Officer 2	B	05/05/04	07/01/04
Dorothy Baccus	Police	Crossing Guard	B	05/05/04	06/25/04
Emma Davis	Police	School Crossing Guard Supervisor	B	05/05/04	06/25/04
Jean Adams	Emergency Communication Center	Emergency Telecommunicator 3	B	05/05/04	07/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Malachi Moss	Fire	Fire Engineer	B	05/04/04	05/19/04
Rita Bragg	General Hospital	Executive Secretary	B	05/04/04	07/01/04
Joan Johnson	Circuit Court Clerk	Data Entry Operator 1	B	05/04/04	07/01/04
William Anderton	Parks	Custodial Services Supervisor	B	05/04/04	07/01/04
John Clark	Parks	Maintenance & Repair Leader 1	B	05/04/04	07/01/04
John Brew	Police	Police Officer 3	B	05/04/04	07/01/04
Cheryl Gill	General Hospital	Registered Nurse	B	05/06/04	07/01/04
Michael Moss	Police	Police Officer 3	B	05/06/04	05/14/04
George Nelly	Sheriff	Program Specialist 1	B	05/07/04	07/01/04
James Spicer	Public Works	Maintenance & Repair District Supervisor	B	05/07/04	10/21/04
William Jarreld	Water	Systems Services Assistant Manager	B	05/07/07	07/01/04
Martha Goins	MNPS	Senior Secretary	B	05/07/04	07/23/04
James Owens	Police	Police Officer 3	B	05/06/04	07/01/04
Michael Dutton	Fire	Fire Marshal – Assistant	B	05/06/04	07/31/04
Joyce McMahan	Water	Administrative Services Officer 3	B	05/06/04	07/01/04
James Nevans	Fire	Fire Fighter 2	B	05/06/04	09/01/04
Billie Upchurch	General Hospital	Licensed Practical Nurse	B	05/06/04	07/01/04
Margaret Worrell	General Hospital	Registered Nurse	B	05/06/04	07/01/04
Joe Hutchison, Sr.	Fire	Fire Fighter 3	B	05/06/04	07/01/04
Kevin Stewart	Sheriff	Correctional Officer 2	B	05/06/04	07/01/04
James Baker	ITS	Systems Advisor	B	05/06/04	07/01/04
Ira Flair	Fire	Fire Engineer	B	05/06/04	07/01/04
John Howard, Sr.	Parks	Sports Supervisor	B	05/07/04	07/01/04
Marilyn Tulloss	Parks	Parks & Recreation Superintendent	B	05/07/04	08/15/04
Cherri Walker	Health	Office Support Representative 3	B	05/04/04	07/01/04
Shirley Buckner	General Hospital	Licensed Practical Nurse	B	05/07/04	06/30/04
Janet Clough	Parks	Parks & Recreation Supervisor	B	05/07/04	09/01/04
Teresa Parlon	Library	Library Manager 2	B	05/11/04	07/01/04
Betty Kuykendall	Health	Nutritionist 1	B	05/11/04	07/01/04
Albert Burke	Water	Technical Services Coordinator	B	05/11/04	07/01/04
Grady Elam, Jr.	Police	Police Officer 3	B	05/11/04	07/01/04
Katherine King	General Hospital	Electrocardiogram Technician	B	05/11/04	06/16/04
George Filson	Water	Industrial Maintenance Supervisor 2	B	05/11/04	07/01/04
Charles Kuffrey	Police	Police Officer 3	B	05/11/04	06/16/04
Jean Belcher	Finance	Office Support Specialist 1	B	05/11/04	09/01/04
Deborah Baker	General Hospital	Patient Account Representative	B	05/11/04	07/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Julia Tucker	Legal	Legal Secretary 2	B	05/11/04	06/30/04
Judith Gilbert	Police	Youth Counseling Supervisor	B	05/10/04	06/15/04
James Nixon	Parks	Specialized Skill Instructor	B	05/11/04	07/01/04
Nilah Gibbs	Health	Office Support Representative	B	05/11/04	07/01/04
Nellie Carter	Social Services	Social Work Associate	B	05/11/04	07/01/04
Charles Malone	Fire	Fire Captain	B	05/12/04	07/01/04
Barbara Thomas	Finance	Finance Specialist	B	05/12/04	07/01/04
Judith Bawcum	Police	Police Assistant Chief	B	05/12/04	08/13/04
Gerald Helton	Parks	Assistant Director	B	05/12/04	10/15/04
James Boswell	Water	Industrial Mechanic 2	B	02/12/04	07/01/04
Larry Carter	Police	Police Officer 3	B	05/12/04	07/01/04
Jack Swift	Water	Treatment Plant Technician 3	B	05/12/04	10/01/04
Bettie Rutherford	Social Services	Van Driver	B	05/12/04	07/01/04
Helen Bender	General Hospital	Medical Transcriptionist	B	05/12/04	05/31/04
Wilbur Jones	Public Works	Administrative Services Officer 3	B	05/12/04	07/01/04
Valerie Meece	Police	Police Assistant Chief	B	05/12/04	08/23/04
Velma Frazier	Juvenile Court	Office Support Representative 3	B	05/12/04	07/01/04
Glenda Wright	General Hospital	Registered Nurse	B	05/12/04	07/01/04
Calvin Armstrong	Fire	Fire Instructor	B	05/12/04	07/01/04
Charles Anglin	Police	Police Officer 3	B	05/12/04	07/01/04
Pamelia Hargrove	Library	Circulation Assistant 2	B	05/10/04	07/01/04
Glen Lancaster	Public Works	Maintenance & Repair Supervisor	B	05/10/04	10/09/04
Hugh Jarratt	Police	Police Officer 3	B	05/10/04	07/01/04
Robert Brooks	Fire	Fire Assistant Chief	B	05/10/04	07/01/04
Houston Jackson	Library	Bookmobile Operations Supervisor	B	05/10/04	07/01/04
Larry Grigsby	Criminal Court Clerk	Deputy Criminal Court Clerk 5	B	05/10/04	07/01/04
Jess Andrews	Police	Police Lieutenant	B	05/10/04	07/01/04
Brenda Durham	General Hospital	Medical Transcriptionist	B	05/10/04	07/01/04
Ronald Parham	Parks	Recreation Center Manager	B	05/10/04	09/01/04
Robert Jackson	Water	Treatment Plant Technician 1	B	05/10/04	07/01/04
Eddie Walker	Public Works	Maintenance & Repair Worker 2	B	05/10/04	05/21/04
Janet Dempsey	Police	Emergency Telecommunicator 2	B	05/10/04	07/01/04
Anna F. Hill	Sheriff	Admin Asst	B	05/13/04	07/01/04
Eugenia Hyde	Bordeaux Hospital	Cert Nurse Tech	B	05/13/04	07/01/04
Dennis Morgan	Fire	Captain	A	05/13/04	07/01/04
Linda Goins	Health	Nutritionist 2	B	05/13/04	07/01/04
Harry Banniza	General Services	Division Manager	B	05/13/04	07/01/04
Richard Briggance	Police	Asst Chief	B	05/13/04	08/11/04
William Spain	Public Works	Superintendent	B	05/13/04	07/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Mary A. Carney	Social Service	Admin Asst	B	05/13/04	10/12/04
Julia Byrd	Water	Office Support Representative 3	B	05/13/04	07/01/04
William Byrd	Water	Administrative Assistant	B	05/13/04	07/01/04
Barbara Anderson	Social Services	Administrative Services Officer 3	B	05/13/04	10/01/04
Lloyd Duncan	Police	Police Officer 2	B	05/13/04	07/01/04
Frances Gaines	Social Services	Social Worker 1	B	05/13/04	07/01/04
Margie Perry	Circuit Court Clerk	Court Clerk	B	05/13/04	06/25/04
Carl Duncan	Fire	Fire Engineer	B	05/13/04	10/02/04
Roger Shelton	Fire	Fire Captain	B	05/13/04	11/01/04
Stella Thompson	Library	Circulation Assistant	B	05/13/04	07/01/04
Linda Murphy-Esmond	Social Services	Information Systems Technician 1	B	05/13/04	07/16/04
Edward L. Taylor	ITS	Computer Operator 2	B	05/14/04	07/01/04
Robert E. Moore	Police	Detective Sergeant	B	05/14/04	07/01/04
Ronald P. James	Fire	Firefighter 3	B	05/14/04	07/01/04
Terry W. Nickins	Fire	Captain	B	05/14/04	07/01/04
Joe W. Ogg	Police	Captain	B	05/14/04	05/16/04
Peggy Williams	Police	Office Sup Spec 2	B	05/14/04	06/01/04
Linda Jacobs	Juvenile Ct	Office Sup Spec	B	05/14/04	10/01/04
John D. Hoffman	Police	Captain	B	05/14/04	05/16/04
Carl Smith	Circuit Court	Warrant Officer	B	05/14/04	07/01/04
Jimmy Greer	Police	Sergeant	B	05/14/04	07/01/04
Wendell L. Butler	Public Works	M&R Worker	B	05/14/04	07/01/04
Ben Cook, Jr.	Police	Sergeant	B	05/14/04	07/01/04
Earline Martin	General Hospital	Unit Secretary	B	05/15/04	07/01/04
Janice J. Birdsong	MAC	Supervisor	B	05/15/04	07/01/04
Brownie Maynard	Water	M&C Main Leader	B	05/15/04	07/01/04
Gail M. Williams	Social Service	Social Service	B	05/15/04	07/01/04
Freda Minnis	Social Service	Homemaker	B	05/15/04	07/01/04
Margaret Johnson	Social Service	Asst Teacher	B	05/15/04	07/01/04
Mary A. Nicholson	Legal	Secretary I	B	05/14/05	07/01/04
Lewis M. Harrison, Jr.	Fire	Engineer	B	05/15/04	07/01/04
Patricia Stallworth-Price	Social Service	Homemaker	B	05/15/04	07/01/04
Ralph L. Williams	Fire	Inspector 2	B	05/14/04	08/28/04
Regenia A. Beene	Police	Police Officer	B	05/14/04	05/15/04
Joyce Fults	Police	Police Operations Coordinator 1	B	05/14/04	07/01/04
Ann Jones	Health	Office Support Specialist 1	B	05/15/04	07/01/04
Janet Campbell	Social Services	Social Technician	B	05/14/04	07/01/04
Carey Downey, Jr.	Sheriff	Correctional Officer	B	05/15/04	09/15/04
Jackie Fults	Fire	Firefighter 3	B	05/15/04	07/01/04
Walter Shepherd, Jr.	Finance	Finance Officer 3	B	05/15/04	07/01/04
Norma Reese	Social Services	Social Worker	B	05/14/04	09/01/04
Carole Farris	Emergency Communication Center	Emergency Telecommunicator 3	B	05/14/04	06/30/04
Jerry Vasser	Fire	Firefighter 2	B	05/14/04	07/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Marsha Scales	Social Services	Group Care Worker	B	05/15/04	07/01/04
Jacquelyn Page	Social Services	Program Coordinator	B	05/14/04	07/01/04
Mabellean Lively	Social Services	Group Care Worker Senior	B	05/14/04	08/01/04
Shirley Simms	Bordeaux Hospital	Beauty Salon Supervisor	B	05/15/04	07/01/04
Mary Binkley	Social Services	Social Work Associate	B	05/15/04	08/07/04
Amanda Horton	Social Services	Homemaker	B	05/14/04	07/01/04
Donna Martin	Social Services	Program Manager	B	05/14/04	07/01/04
Judy Bush	Social Services	Homemaker	B	05/14/04	07/01/04
Thomas Walker	Water	Engineering Technician 3	B	05/15/04	07/01/04
Mary Jackson	General Hospital	Applications Support Technician	B	05/15/04	07/01/04
Joann Bostic	General Hospital	Central Scheduler	B	05/15/04	06/11/04
Dorothy Grubbs	Water	Administrative Assistant	B	05/15/04	10/13/04
George Brandon	Police	Police Officer 2	B	05/15/04	07/01/04
Martha Hunt	Social Services	Nutrition Site Coordinator	B	05/15/04	07/01/04
Shirley Tidwell	Health	Office Assistant 3	B	05/15/04	07/01/04
Edward Lauder milk	Police	Police Officer	B	05/15/04	07/01/04
Margaret Nichols	General Hospital	Licensed Practical Nurse	B	05/15/04	07/01/04
William McLaughlin	Fire	Fire Captain	B	05/14/04	05/01/04
Madlyn Butler	Bordeaux Hospital	Director of Education & Community Development	B	05/14/04	08/22/04
Hubert Prater	Water	Treatment Plant Technician	B	05/14/04	07/01/04
Doyel Cockrill	Public Works	Compliance Inspector 3	B	05/14/04	11/10/04
Charles Vick	Fire	Fire Assistant Chief	B	05/14/04	07/01/04
Lee Hampton	Fire	Fire Captain	B	05/14/04	07/01/04
Charles Vance	Fire	Fire Assistant Chief	B	05/14/04	07/01/04
Richard Grady	Trustee	Deputy – Tax Accounting	B	05/14/04	07/01/04
Bettie Fritts	Metro Action Commission	Center Manager 1	B	05/14/04	10/01/04
Nancy Crowley	MNPS	Office Assistant	B	05/10/04	05/21/04
Ella Parker	MNPS	School Bus Driver	B	05/10/04	05/13/04
Raymond Springer	MNPS	Lead Custodian	B	05/04/04	07/01/04
Ruth Coe	MNPS	School Bus Driver	B	05/03/04	05/25/04
Ruth Dotson	MNPS	School Bus Driver	B	05/12/04	05/25/04
Shirley Forte	MNPS	Secretary	B	05/03/04	05/22/04
Mary Hensley	MNPS	Account Clerk	B	05/17/04	05/25/04
Patty Craddock	Beer Board	Executive Director	B	05/14/04	07/01/04
Linda Porter	Social Services	Group Care Worker Senior	B	05/14/04	07/01/04
Joyce Peet	Social Services	Social Work Tech	B	05/15/04	08/15/04
Emma Powell	Social Services	Homemaker	B	05/15/04	07/01/04
Howard Berry	General Hospital	Building Operations Mechanic	B	05/15/04	07/01/04
Robbie Barrett	MNPS	Cafeteria Worker	B	05/11/04	05/01/04

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Emma Cooksey	MNPS	General Assistant	B	05/11/04	05/22/04
Mary Calhoun	MNPS	Benefits Assistant	B	05/19/04	07/01/04
Alexine Patton	MNPS	Secretary	B	05/12/04	05/28/04
Ann Talley	MNPS	General Assistant	B	05/11/04	06/01/04
Annie Hill	MNPS	Cafeteria Worker	B	05/10/04	06/01/04
Betty Roland	MNPS	Cafeteria Manager	B	05/11/04	06/01/04
Carl Watson	Parks	Maintenance and Repair Worker 1	B	05/15/04	07/01/04
Sarah Mathis	MNPS	General Assistant	B	05/25/04	05/22/04
Virginia Rankin	MNPS	Senior Secretary	B	05/24/04	08/07/04
Earnest Robinson	MNPS	Head Custodian	B	05/21/04	05/25/04
Bobby Mitchell	MNPS	School Bus Driver	B	05/25/04	05/25/04
Harold White	MNPS	Supervisor – Food Service	B	05/25/04	07/01/04
Susan Martin	MNPS	Administrative Assistant	B	05/25/04	08/01/04
Geraldine Williamson	Metro Action Commission	Headstart Teacher 1	B	05/25/04	07/01/04

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Mary E. Black	Bordeaux Hospital	B	05/01/04
Jack E. Ingram	Water Service	A	05/01/04

Options Elected

Employee	Department	Pension type	Plan A/B	Effective Date	Option	DROP Election
Michael M. Clunan	Circuit Court Clerk	Service	B	3/1/2004	Normal	2
Joyce F. Cole	Parks	Service	B	4/10/2004	Normal	
William J. Earls	Fire	P&F Service	B	3/13/2004	Option E	
Dorris W. Elrod	Circuit Court Clerk	Service	B	4/1/2004	Option F	
Charles J. Fenton	Parks	Early Service	B	3/1/2004	Option D	
Donald E. France	Fire	P&F Service	B	4/7/2004	Option B	
William T. McElroy	Police	P&F Service	B	3/1/2004	Option C	2
Kathryn N. Montgomery	Police	Early Service	B	4/25/2003	Normal	
Friedmann A. Robert	Fire	P&F Service	B	3/1/2004	Option E	
Christine Tune	MNPS	Early Service	B	3/25/2004	Normal	
Robert Vaughn	Parks	Early Service	B	5/1/2004	Normal	

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
Richard Biggs	Fire	Linda Biggs	Old City	04/30/04
John W. Hill	MNPS	Dwanda Hill	B	04/16/04
William D. Bodenhamer	Police	Nellie Bodenhamer	Old City	05/18/04
Edward Tillman	Fire/Pensioned	Velva Tillman	B	05/15/04

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. Amendment to the self-insured plan:

a. Colorectal screenings.

John Kennedy reported to the Board that the actuarial study done indicates a slight increase in premiums possibly between .4 and .8%. He also stated there was discussion on doing the screenings once every 10 years in accordance with the American Medical Association and American Cancer Society guidelines. He stated that staff recommends the colorectal benefits after age 50 for those that don't have any symptoms currently and that it be administered in accordance with the American Medical Association and American Cancer Society guidelines.

Clyde Smith moved approval of the amendment to the self-insured plan with making the screening available every 5 years instead of 10. Thomas Storey seconded.

After some discussion on the assumptions used for the actuarial report and plan differences the Board decided on allowing this benefit every 5 years. A vote was taken and the Board approved without objection.

Item 2. Update on Z-Tel settlement.

Kevin Klein reported to the Board that Metro has settled the suit for \$800,000 in cash and \$800,000 in Z-Tel stock.

Item 3. Disability pension review – Turner

John Kennedy informed the Board that the Legal Department has asked this individual for additional information and the person has declined to do so. He stated that the Legal Department is recommending that this matter be refer this matter to Chancery Court, which is consistent with the action taken the last time a similar matter was presented.

After some discussion of the information being requested from the individual David Manning moved that this matter be sent to Chancery Court. Russell White seconded. The Board also discussed the resolution developed by the Legal Department with respect on handling the individuals identified in the Kroll audit and presentation of materials by the outside auditors involved in this matter.

B.R. Hall called for the question, to close off further debate. Clyde Smith seconded. A vote was taken and approved without objection. A vote was taken on sending the matter to Chancery Court and the motion failed with a vote of 5/4.

David Manning moved that the Legal Department provide the Board with more information. Randy Lovett seconded.

After discussion on the Legal Department providing more information Thomas Storey called for the question, to close off further debate. Edward Mason seconded. A vote was taken and approved without objection. A vote was taken on the Legal Department providing more information and the Board approved 7/2.

Item 4. Deloitte review of medical plan design activity.

Scott Blackard and Rachel Corum of Deloitte & Touche were present. Mr. Blackard reviewed the process and timeline on implementing possible design changes to the medical plans.

Item 5. Update on retirement incentive.

John Kennedy reported to the Board that 441 employees elected to participate in the program. He stated that in addition to those that signed up, the staff had over 600 appointments with employees and calculated over 600 pension estimates. He stated that in reviewing the applications, staff discovered a couple of employees that applied may not be eligible.

Item 6. Non-compliant disability pensioners from annual questionnaire 2003.

Joe McCorkle and Mitzi Martin reviewed the list with the Board.

After some heavy discussion on the discrepancies on the list and what is required to be on the questionnaire by Code and if it complies Edward Mason moved to defer any action. Thomas Storey seconded. After further discussion, the Board requested that the Legal Department advise the Board on the Code requirements associated with the disability questionnaire. A vote was taken on the motion to defer this item and the Board approved without objection. David Manning stated that he would follow the advice of the Legal Department in this matter.

Item 7. Discussion on FSA.

John Kennedy reported to the Board that the current FSA program's participation rate is fairly low and Ceridian has not participated with annual enrollment due to the fees associated with this service. He stated that another company has approached Metro indicating they can provide better services at a more economical rate than under our current contract. In talking with Deloitte, they have indicated that there have been some changes in the industry in the last several years such as debit cards, which is not a part of our current package. He stated the company also indicates that they could offer all of the services that are currently extra under the Ceridian contract free of charge.

After some discussion, the Board decided to explore the options available to modify the current vendor contract.

Item 8. Pension calculation & payment process.

John Kennedy reviewed the process with the Board.

Item 9. Committee Reports:

1. Elected Members Committee:

a. Approval of May 18, 2004 Elected Members Committee minutes.

Edward Mason moved approval of the May 18, 2004 Elected Members Committee minutes. Clyde Smith seconded and the Committee approved with one correction.

b. Cost analysis for catastrophic disability benefit.

Thomas Storey reported to the full Board that the Elected Members Committee met on May 18, 2004 to discuss the catastrophic disability benefit. He stated that the Committee requested that the Legal Department draft language to implement this change. Further discussion regarding subsequent service and survivor calculations of this disability benefit would require further cost analysis by the actuary.

Item 10. Correspondence:

- a. Participation report from Blue Cross Blue Shield, mailout and correspondence.
- b. Participation report from Cigna.
- c. Anonymous letter.
- d. SEIU letter and response.
- e. Benefit Board election results.

Item 10. Correspondence: (continued)

- f. Deloitte letter on consulting fees.

Items 10.-a. through 10.-f. were for information only and no action was required.

Item 11. Reports For Your Information:

- a. Return to work.
- b. Social Security approvals. (none reported)
- 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.
- i. Social Security referrals.

Items 11.-a. through 11.-i. were for information only and no action was required.

Item 12. Late item:

There were no late items reported.

With nothing further presented, the meeting adjourned at 11:58 a.m.

ATTEST:

APPROVED:

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

**Mrs. Betsy Walkup, Chair
Employee Benefit Board**