

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 7, 2006

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 7, 2006 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: David Manning; Vice Chair: Clyde D. Smith; Members: B. R. Hall, Sr., Edna Jones, Edward C. Mason, II, Dorothy Shell-Berry, Thomas A. Storey, Betsy Walkup and H. Russell White.

Member Charles A. Trost was unable to be present.

Other Members present: Nicki Eke, Attorney, Metro Legal Department and Dr. Christopher Fletcher, Civil Service Medical Examiner.

Chair David Manning stated that there is a late item agenda consisting of two items (retiree health insurance and additional pension recommendations). He stated that he objects to retiree health insurance being on the agenda and it will be deferred to the March agenda.

A. MINUTES: Chair David Manning 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 January 12, 2006. With no corrections, nothing further was noted and Betsy Walkup moved for approval. Tom Storey seconded and the Board approved without objection.

B. DISABILITY PENSIONS: (New requests, reexaminations and return to work)

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

Dr. Christopher Fletcher reported to the Board that he recommends approval of the disability pension new requests. Tom Storey moved approval. Russell White seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	IOD or Medical Disability	Recommendation
1.	Randall Bruce	Fire	IOD	As moved, seconded and approved this pension request was granted without stipulation of scheduled reexamination.
2.	William Epps	MNPS	Medical	As moved, seconded and approved this pension request was granted without stipulation of scheduled reexamination.
3.	Joseph P. Gibson	Police	IOD	As moved, seconded and approved this pension request was granted without stipulation of scheduled reexamination.
4.	Tommy Ledbetter	Fire	IOD	As moved, seconded and approved this pension request was granted without stipulation of scheduled reexamination.
5.	Reginal Watts	Fire	IOD	As moved, seconded and approved this pension request was granted without stipulation of scheduled reexamination.

Dr. Fletcher reported to the Board that he recommends continuing the disability pension reexaminations. Edward Mason moved approval. Betsy Walkup seconded and the Board approved without objection.

REEXAMINATIONS:

	Name	Department	IOD or Medical Disability	Recommendation
6.	Roy Allen	Water	Medical	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
7.	Patricia C. Hampton	Police	Medical	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
8.	Charles L. Hendricks	Police	IOD	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
9.	Vernon W. Hullett	Fire	IOD	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
10.	Charles E. Link	Circuit Court	Medical	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
11.	Sylvia F. Moody	MNPS	Medical	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
12.	David Myatt	Water	Medical	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
13.	Ronald C. Smith	Fire	IOD	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.
14.	George A. Walker	Parks	IOD	As moved, seconded and approved this pension was continued without stipulation of scheduled reexamination.

Dr. Fletcher reported to the Board that he recommends denial on the new disability pension request based on the lack of medical information to support the disability pension.

After some discussion on the individual's plans on attending today's meeting after a doctor's appointment, the Board moved this request to the end of the agenda.

NEW REQUESTS:

DENIALS:

	Name	Department	IOD or Medical Disability	Recommendation
15.	Idell Clay	MNPS	Medical	As moved, seconded and approved this pension request was deferred.

Dr. Fletcher reported to the Board that on this new disability pension request he recommends denial based on the definition of disability with review in 60 days. Clyde Smith moved approval. Tom Storey seconded and the Board approved without objection.

**NEW REQUESTS:
 DENIALS:**

	Name	Department	IOD or Medical Disability	Recommendation
16.	Tammie Lehman	NGH	Medical	As moved, seconded and approved this pension request was approved for 60 days with, reexamination.

Dr. Fletcher reported to the Board that on this new disability pension request he recommends denial based on lack of medical.

Clyde Smith requested that he be supplied all medical information on the denials and indicated that he would be abstaining from those votes.

After some discussion of review of the medical information on this request, the Board took no action on this pension request and requested that it be withdrawn until further medical evidence is provided.

The Board further discussed giving Dr. Fletcher the authority to require individuals to provide subsequent medical to render decisions.

**NEW REQUESTS:
 DENIALS:**

	Name	Department	IOD or Medical Disability	Recommendation
17.	Janice Tanner	MNPS	IOD	As moved, seconded and approved the Board took no action on this pension request.

LATE ITEM(S):

Dr. Fletcher reported to the Board that this request is in an attempt to try to help this employee avoid applying for a disability pension. He stated that it is his opinion that providing home care services for the employee's spouse would alleviate some of the problems the individual is having. He further stated that Janel Roland, case manager, Eckman/Freeman & Associates, has explored other possible options to provide resources other than coming to request this before the Board.

Janel Roland discussed the other resources contacted.

Mr. Harvey Rucker, the employee in question, was present and addressed the Board.

The Board discussed whether or not they are able to provide such services to a medical disability retiree, the Cigna insurance limitations, contacting Metro Social Services for potential assistance and Cigna's definition of custodial care and what types of services are covered. The Board concluded that staff work with Metro Social Services and Cigna on possible services available.

Christopher Fletcher reported to the Board that he recommends approval on the following medical disability pension new request. Clyde Smith moved for approval. Tom Storey seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	IOD or Medical Disability	Recommendation
18.	Joseph Moore	Public Works	Medical	As moved, seconded and approved this pension request was granted without stipulation of scheduled reexamination.

Dr. Fletcher reported to the Board that he recommends deferral for additional information on the following.

The additional information presented on item Patricia Hampton was withdrawn.

Edward Mason moved for approval. Betsy Walkup seconded and the Board approved without objection.

REEXAMINATIONS:

	Name	Department	IOD or Medical Disability	Recommendation
19.	John H. Elizer	Sheriff	Medical	As moved, seconded and approved this pension was continued until 04/06, with reexamination at that time.
20.	Jacqueline Slate	Circuit Court	IOD	As moved, seconded and approved this pension was continued until 05/06, with reexamination at that time.
21.	Barbara Simpson	Health	Medical	As moved, seconded and approved this pension was continued until 03/06, with reexamination at that time.
22.	Kimberly Willeby	MNPS	Medical	As moved, seconded and approved this pension was continued until 04/06, with reexamination at that time.

RETURN TO WORK:

There were no requests for return to work.

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

MOTION: Dorothy Shell Berry moved approval of the pension requests. Tom Storey seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Delois Williams	MNPS	Administrative Clerk	B	01/04/06	02/15/06
David Johnson	Police	Police Lieutenant	B	01/09/06	04/01/06
William Walker, Jr.	Police	Police Officer 2	B	01/12/06	02/01/06
Larry Newlon	Fire	Fire Captain	B	01/13/06	03/01/06
Ralph Derrick	MNPS	Custodian	B	01/11/06	03/01/06
Mike Windsor	Police	Police Sergeant	B	01/13/06	02/01/06
Brenda Hudiburg	MNPS	Interpreter	B	01/17/06	02/01/06

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Raymond Giles	MNPS	Sr. Custodian	B	01/18/06	04/01/06
Billy Fryer	Police	Police Officer 3	B	01/17/06	02/01/06
Brenda Clemmer	Library	Circulation Assistant 2	B	01/19/06	02/01/06
Charles Lee	Beer Board	Beer Permit Inspector 2	B	01/20/06	01/20/06
William Brewer	Police	Police Officer 2	B	01/23/06	02/01/06

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Thomas Morris	Public Works	A	12/01/05
Ruby Woodard	Bordeaux	A	1/01/06
Joanna Hargrove	MNPS	A	12/01/05
David Fuqua	Police	B	1/01/05
Linda Haynes	Water	B	12/01/05

Options Elected

Name	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Allen, Ruby L	MNPS	Early Service	B	10/30/2005	Normal	
Allen, Timothy J	Police	Early Service	B	12/30/2005	Normal	
Collins, Stephen J	General Service	Early Service	B	11/19/2005	Option C	
Couch, Mary F	Social Services	Service	B	11/1/2005	Normal	
Dowdy, Raymond	MNPS	Service	B	8/1/2005	Option D	
Grizzard, Mattie P	MNPS	Service	B	11/1/2005	Option F	1
Hahn Jr, Raymond P	Police	Early Service	B	1/1/2006	Normal	
Holmes, Charles R	Public Library	Service	B	10/21/2005	Normal	3
Jobe, Nellie L	MNPS	Early Service	B	10/21/2005	Option D	
Melton, Tommy H	Fire	P&F Service	B	11/2/2005	Normal	
Miller, Joan S	Health	Service	B	11/15/2005	Normal	
Nicholson, Nancy E	Public Library	Early Service	B	12/3/2005	Option F	
Pittman, Preston	MNPS	Service	B	10/21/2005	Normal	
Poplin, Ralph M	Police	Service	B	10/16/2005	Normal	
Shearon, Syndey Z	MNPS	Service	B	12/31/2005	Normal	
Street, Barbara D	Health	Service	B	12/9/2005	Normal	
Sutton, Maxine J	MNPS	Early Service	B	8/20/2005	Normal	
Wallace, Mary L	General Hospital	Service	B	11/29/2005	Normal	
Watson, Luther G	Water and Service	Service	B	12/1/2005	Normal	
Wooten, Marvin C	General Hospital	Early Service	B	11/1/2005	Option A	

Key Codes

Options

- Normal Form - life annuity, no payments guaranteed
- Option A - Joint and 100% to Survivor
- Option B - Joint and 50% to Survivor
- 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

Drop Elections

- 1 - 1 year drop
- 2 - 2 year drop
- 3 - 3 year drop

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Frankie L. Woods	MNPS	Cliffordean Woods	B	1/7/2006
Fred J. Cobb, Sr.	Police	Jessie B. Cobb	Old City – P&F	1/25/2006

BENEFIT BOARD ITEMS

The Human Resources staff submitted the following for the Board's consideration and appropriate action:

1. Final results of pension plan valuation.

Kevin Sullivan, Bryan, Pendleton, Swats & McCallister, reviewed statistics of the plan (open and closed), the guaranteed payment plan and future trends. Mr. Sullivan stated they are recommending a contribution rate of 16.637%.

B.R. Hall moved approval of the 16.637% contribution rate. Edward Mason seconded and the Board approved without objection.

2. Pension overpayment appeal – Survivor of a service pensioner.

Shannon Beehan reported to the Board that this overpayment stems from an incorrect COLA application and the staff believes this request does meet the requirements as outlined in the Metro Code to waive the overpayment.

Edward Mason moved approval of waiving the overpayment. Tom Storey seconded and the Board approved without objection.

3. Disability pension request appeal: Applicant from Bordeaux Hospital.

Shannon Beehan reported that at the November meeting the Board approved a motion to deny a new disability pension request and the applicant is appealing the decision. Ms. Beehan stated that the Board deferred action at the December and January meetings pending additional medical information and clarification.

In light of the additional medical information not being provided by Dr. Fletcher, this item was deferred to the next meeting.

4. Deferred compensation RFP update.

Celia Yancey reported to the Board that the Purchasing Department has awarded the contract for the deferred compensation plan to ING.

Betsy Walkup made a motion to concur with the Purchasing Departments to award the contract to ING. Clyde Smith seconded and the Board approved without objection.

5. Correspondence:

- a. Utilization reports from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from HealthSpring. (not available at this time)

Items 5.-a. through 5.-c. were for information only and no action was required.

6. Reports for your information:

- a. Return to work.
- b. Social Security approvals.

6. Reports for your information: (continued)
- c. Refund of pension contributions. (none to report at this time)
 - d. Repayment of pension contributions.
 - e. Reports from Treasury.
 - f. Social Security referrals. (none to report at this time)
 - g. Non-compliant disability pensioners. (none to report at this time)
 - h. Disability status reports.

Items 6.-a. through 6.-h. were for information only and no action was required.

7. Late item(s):

Items listed under this section were reported at the meeting and incorporated into these minutes.

At this time, the Board took up the remaining disability pension request. The individual who requested to address the Board was not present.

After discussion, Edward Mason moved deferral of this request. Dorothy Shell-Berry seconded and the Board approved without objection.

**NEW REQUESTS:
DENIALS:**

	Name	Department	IOD or Medical Disability	Recommendation
15.	Idell Clay	MNPS	Medical	As moved, seconded and approved this pension request was deferred.

Clyde Smith brought up issues with the prescription drug program (WHI). After some discussion, the Board concluded that this and other related issues should be reviewed by the Medical & Life Committee.

With nothing further presented, the meeting adjourned at 11:05 a.m.

ATTEST:

APPROVED:

**Mrs. Dorothy Shell-Berry, Interim Director
Human Resources**

**Mr. David Manning, Chair
Employee Benefit Board**