

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 2, 2006

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday May 2, 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: Steve D. Bumpus, Edna J. Jones, Dorothy Shell-Berry, *Thomas A. Storey, Michael L. Turner, 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 called the meeting to order and welcomed new Board member Michael L. Turner to the Board.

The Board discussed rescheduling the July Board meeting due to the holiday and having an additional Committee meeting this month.

A. MINUTES: Chair David Manning asked if there were any amendments, corrections or questions of the minutes from the last regular meeting held on April 4, 2006. With no corrections, nothing further was noted and Clyde Smith moved for approval. Steve Bumpus 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, items 1-7, without stipulation of scheduled reexamination with the exclusion of item 3. He stated that he recommends item 3 be granted for three months, with reexamination at that time.

Clyde Smith moved approval of the recommendation. Dorothy Shell-Berry seconded and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | IOD or Medical Disability | Recommendation |
|----|-----------------|-------------------|----------------------------------|--|
| 1. | Lacey L. Barlow | MNPS | Medical | As moved, seconded and approved, this pension request was granted without stipulation of scheduled reexamination. |
| 2. | Trina D. Blythe | MNPS | Medical | As moved, seconded and approved, this pension request was granted for three months, with reexamination at that time. |
| 3. | Tina R. Burgess | MNPS | Medical | As moved, seconded and approved, this pension request was granted without stipulation of scheduled reexamination. |
| 4. | Ira L. Hodges | Parks | Medical | As moved, seconded and approved, this pension request was granted without stipulation of scheduled reexamination. |

NEW REQUESTS: (continued)

| | Name | Department | IOD or Medical Disability | Recommendation |
|----|-----------------|-------------------|----------------------------------|---|
| 5. | Barbara Key | General Hospital | IOD | As moved, seconded and approved, this pension request was granted without stipulation of scheduled reexamination. |
| 6. | Becky D. Majors | Sheriff | Medical | As moved, seconded and approved, this pension request was granted without stipulation of scheduled reexamination. |
| 7. | Paula J. Morris | Parks | Medical | As moved, seconded and approved, this pension request was granted without stipulation of scheduled reexamination. |

Dr. Christopher Fletcher reported to the Board that he recommends denial of the disability pension new request, item 8, based on the definition of disability.

Betsy Walkup moved that item 8 be approved for three months based on the definition of disability. Clyde Smith seconded and the Board approved without objection.

**NEW REQUESTS:
 DENIAL - DEFINITION**

| | Name | Department | IOD or Medical Disability | Recommendation |
|----|------------------|-------------------|----------------------------------|--|
| 8. | Debra I. Granger | MNPS | Medical | As moved, seconded and approved, this pension request was granted for three months, with reexamination at that time. |

Dr. Christopher Fletcher reported to the Board he recommends that the disability pension reexaminations, items 9-18, be continued without stipulation of scheduled reexamination.

Russell White moved approval of the recommendation. Dorothy Shell-Berry seconded and the Board approved without objection.

REEXAMINATIONS:

| | Name | Department | IOD or Medical Disability | Recommendation |
|-----|-------------------|-------------------|----------------------------------|---|
| 9. | Carol L. Baker | General Hospital | Medical | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 10. | Kenneth W. Barnes | Police | IOD | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 11. | Terry O. Jordan | Bordeaux | Medical | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 12. | Denise R. Lee | Bordeaux | Medical | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |

REEXAMINATIONS: (continued)

| | Name | Department | IOD or Medical Disability | Recommendation |
|-----|--------------------|-------------------|----------------------------------|---|
| 13. | Jeff S. Marcum | Police | IOD | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 14. | Robert S. O'Dell | Police | IOD | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 15. | Jamie R. Parham | Police | IOD | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 16. | Barbara Simpson | Health | Medical | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 17. | Linda G. Whittaker | MAC | Medical | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |
| 18. | Annette Woods | Bordeaux | IOD | As moved, seconded and approved, this pension was continued without stipulation of scheduled reexamination. |

Dr. Christopher Fletcher reported to the Board that he recommends deferral on items 19-22, for one month pending additional medical information.

Without objection, the Board deferred action on items 19-22.

**REEXAMINATIONS:
 DEFERRAL**

| | Name | Department | IOD or Medical Disability | Recommendation |
|-----|---------------------|-------------------|----------------------------------|---|
| 19. | John H. Elizer | Sheriff | Medical | As moved, seconded and approved, this pension was deferred for one month. |
| 20. | Beverly C. Hall | Bordeaux | Medical | As moved, seconded and approved, this pension was deferred for one month. |
| 21. | Tammie R. Lehmann | General Hospital | Medical | As moved, seconded and approved, this pension was deferred for one month. |
| 22. | Kimberly A. Willeby | MNPS | Medical | As moved, seconded and approved, this pension was deferred for one month. |

Dr. Christopher Fletcher reported to the Board that he recommends denial on items 23-26 based on the definition of disability.

Clyde Smith moved approval of the recommendation. Edna Jones seconded and the Board approved without objection.

**REEXAMINATIONS:
 DENIAL - DEFINITION**

| | Name | Department | IOD or Medical Disability | Recommendation |
|-----|-------------------------|------------------|---------------------------|--|
| 23. | Scott M. Armes | Fire | IOD | As moved, seconded and approved, this pension was continued for three months, with reexamination at that time. |
| 24. | Horatio B. Bright | Parks | IOD | As moved, seconded and approved, this pension was continued for three months, with reexamination at that time. |
| 25. | Anne Cannady | General Services | Medical | As moved, seconded and approved, this pension was continued for three months, with reexamination at that time. |
| 26. | Bertha A. Mumphrey-Otey | Bordeaux | IOD | As moved, seconded and approved, this pension was continued for three months, with reexamination at that time. |

Dr. Christopher Fletcher reported to the Board that based on current medical documentation to continue supporting a disability pension, he recommends item 27 be denied and that he be put on the return to work list.

*Denotes the arrival of Tom Storey.

Betsy Walkup moved approval of the recommendation.

After some discussion of obtaining additional medical information to support the disability pension, Ms. Walkup withdrew her motion and the Board deferred this item without objection.

**REEXAMINATIONS:
 DENIAL - MEDICAL**

| | Name | Department | IOD or Medical Disability | Recommendation |
|-----|---------------|------------|---------------------------|---|
| 27. | John Brummett | MNPS | IOD | As moved, seconded and approved, this pension was deferred for one month. |

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

MOTION: Michael Turner moved approval of the pensions. Steve Bumpus seconded and the Board approved without objection.

Service

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|----------------|------------------|----------------------------|----------|------------------|--------------------------|
| Galen Sanders | Police | Police Officer 3 | B | 03/27/06 | 04/22/06 |
| James W. Smith | Police | Sergeant | B | 03/27/06 | 05/01/06 |
| Sandra Chumney | General Hospital | Coding/Abstract Specialist | B | 03/23/06 | 04/22/06 |
| Marie Polk | MNPS | Educational Assistant | B | 03/21/06 | 05/23/06 |

Service (continued)

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|----------------------|--------------------------------|--------------------------------------|-----------------|-------------------------|---------------------------------|
| Billy Woodard | MNPS | Senior Custodian | B | 03/21/06 | 07/04/06 |
| Mattie Cothran | MNPS | Bus Driver | B | 03/21/06 | 05/26/05 |
| Beverly Nance | MNPS | Food Service Manager 3 | B | 03/22/06 | 05/26/06 |
| Brenda Covington | MNPS | Administrative Clerk | B | 03/22/06 | 05/26/06 |
| Lenora Napier | MNPS | Library Clerk | B | 03/23/06 | 05/26/06 |
| Carolyn Poteete | MNPS | Cafeteria Manager | B | 03/23/06 | 05/22/06 |
| Evelyn Surles | MNPS | General Worker | B | 03/29/06 | 05/26/06 |
| Jeannie Milliken | MNPS | Educational Assistant | B | 03/24/06 | 05/26/06 |
| Deborah Hollis | MNPS | Secretary | B | 03/24/06 | 06/03/06 |
| Linda Fykes | BLTC | Cook's Assistant | B | 03/23/06 | 04/01/06 |
| Senerah Bryant | MNPS | Educational Assistant | B | 03/31/06 | 05/26/06 |
| Frances Hereford | MNPS | Special Education Assistant | B | 04/02/06 | 04/01/06 |
| Harry Scantling | MNPS | Educational Assistant | B | 04/04/06 | 05/25/06 |
| Ronald Phelps | MNPS | HVAC Lead Man | B | 04/04/06 | 04/28/06 |
| Larry Ennis | Transportation Licensing Board | Transportation Licensing Inspector 2 | B | 03/30/06 | 05/01/06 |
| Michael Hosey | Fire | District Fire Chief | B | 04/07/06 | 04/15/06 |
| Gordon Hobgood | Fire | Fire Captain | B | 04/06/06 | 04/16/06 |
| Clyde Evans, Jr. | Police | Police Officer 3 | B | 04/05/06 | 05/01/06 |
| Carol Misch | BLTC | Dietary Line Supervisor | B | 03/28/06 | 05/01/06 |
| William Matthews | State Trial | Office Support Specialist 1 | B | 04/11/06 | 04/10/06 |
| Nancy Searle | General Hospital | Registered Nurse | B | 04/10/06 | 04/10/06 |
| Barbara McNealy | General Hospital | Coding/Abstract Specialist | B | 03/27/06 | 06/01/06 |
| Shirley Thompson | MNPS | Bus Driver | B | 04/10/06 | 05/23/06 |
| Barbara Darrell | MNPS | Teacher's Assistant | B | 04/13/06 | 11/01/05 |
| Gladys Summers | BLTC | Group Care Worker | B | 04/11/06 | 05/01/06 |
| Helen Clark | MNPS | Bus Driver | B | 03/30/06 | 06/01/06 |
| Finis Taylor | MNPS | ISS Supervisor | B | 04/06/06 | 06/01/06 |
| Donald McDonald, Jr. | Codes | Plumbing Inspector 2 | B | 04/12/06 | 04/26/06 |
| Nancy Ray | Health | Public Health Nurse 2 | B | 04/17/06 | 06/01/06 |
| Norbetta McPherson | MNPS | Senior Acct. Clk | B | | 10/30/2004 |
| Eva McNaney | Circuit Court | Office Support Rep 2 | B | | 6/25/2005 |
| Cornelia Nelson | MNPS | Cafeteria Asst. | B | | 3/19/2005 |
| Gloria Pearson | Gen.Hosp. | Facilities Tech | B | | 9/18/2003 |
| Martha Peden | MNPS | Library Clk | B | | 12/25/2004 |
| Arthur Taylor | Public Works | Heavy Equip. Oper. | A | | 6/1/2005 |
| James Underwood | Police | Police Officer 3 | B | | 7/9/2005 |
| Lucille Williams | MNPS | Receptionist | B | | 6/1/2005 |
| Dorothy Linzy | Gen. Hosp. | LPN-CC | B | | 7/1/2004 |

Service (continued)

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|--------------------|--------------------|------------------------------|----------|------------------|--------------------------|
| Charles E. Jones | MAC | LIHEAP Dir. | B | | 1/8/2005 |
| Diana Allegranti | MNPS | Student Data Clk | B | | 5/29/2004 |
| Lena Woodruff | MNPS | Library Clerk | B | | 5/22/2004 |
| Morris King | Police | Sgt. | B | | 7/1/2004 |
| Julie Butner | Bordeaux | Nursing Asst. | B | | 1/31/2005 |
| Joseph Carroll | State Trial Courts | Case Officer 2 | B | | 7/2/2005 |
| Minnie Cato | MNPS | Special Education Life Asst. | B | | 5/27/2005 |
| Henry Gaines | MNPS | HR Specialist | B | | 2/1/2005 |
| Anita Lowrance | Police | Police Captain | B | 04/18/06 | 05/01/06 |
| Walter Keeler, Jr. | Police | Police Officer 3 | B | 04/21/06 | 06/01/06 |

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|-----------------|------------|----------|------------------------------|
| Billy Fitts | Water | B | 03/01/2006 |
| William Lenox | Parks | B | 03/01/2006 |
| Catherine Owens | MNPS | A | 04/01/2006 |

Options Elected

| NAME | Department | Pension | Plan | Effective | Option | DROP |
|---------------------------|------------------|---------------|------|-----------|----------|------|
| BREWER, WILLIAM E. | Police | P&F Service | B | 2/1/2006 | Option E | |
| CRAWFORD-CHAPMAN, DORIS J | MNPS | Service | B | 1/21/2006 | Normal | 2 |
| EADIE, ROBERT B. | Health | Early Service | B | 2/4/2006 | Option E | |
| GUTHRIE JR, HERMAN H | Fire | P&F Service | B | 3/2/2006 | Option B | 3 |
| HAMMOCK, LINDA R. | Health | Early Service | B | 3/9/2006 | Normal | |
| LAKE, CHARLENE | General Hospital | Early Service | B | 3/1/2006 | Normal | |
| MCCULLOUGH, GRACE | MNPS | Service | B | 11/1/2005 | Option A | |
| NORMAN JR, J D | General Services | Service | B | 1/14/2006 | Option E | |
| STRUBE, IRA L. | Fire | P&F Service | B | 1/4/2006 | Option F | |
| WARNER JR, JOHN B. | Police | P&F Service | B | 3/16/2006 | Option E | |
| WILLIAMS, DELOIS A | MNPS | Early Service | B | 2/15/2006 | Normal | |

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 |
|-------------------|---------------------------|--|-----------------|----------------|
| Randall D. Karnes | Pension | Mary J. Karnes | A | 03/26/2006 |
| Ben Payne | Pension | Virginia Payne | Old Plan | 03/18/2006 |
| Ira Woods | Pension | Gwendolyn Adams | A | 8/15/2004 |
| George Burton | Pension | Mildred Burton | A | 10/10/2004 |
| John N. King | Pension | Willa King | A | 11/11/2004 |
| Alvy Chandler | Pension | Eura Chandler | Old Plan | 1/1/2005 |
| Fred Ayers | Pension | Mattie Ayers | A | 8/6/2004 |
| Edd Townsend | Pension | Sarah Townsend | B | 5/27/2005 |
| Kenneth Ursery | Pension | Doris Sawyer | B | 4/29/2005 |
| Larry Simpson | Pension | Roberta Simpson | B | 4/11/2005 |
| Harold Simmons | Pension | Irene Simmons | A | 7/3/2005 |
| Sie Mangrum, Jr. | Pension | Anna Mangrum | A | 5/15/2005 |
| William Rhodes | Pension | Millicent Rhodes | Old Plan | 3/1/2005 |
| William Hixon | Pension | Itura Hixon | B | 2/11/2005 |
| Charles Gentry | Pension | Nellie Gentry | Old Plan | 11/1/2004 |
| Joe Troutt | Pension | Harriett Troutt | B | 1/23/2005 |
| Charles Watson | Pension | Helen Watson | B | 2/12/2005 |
| John Weaver, Jr. | Pension | Margarida Weaver | A | 10/1/2004 |
| Leroy Whittaker | Pension | Bessie Whittaker | Old Plan | 10/4/2004 |
| Judson Alexander | Pension | Ruby Alexander | A | 4/8/2005 |
| Rodney Waddell | Pension | Judy Waddell | B | 8/3/2004 |
| Lena Cartwright | Gen. Hosp. | John M. Cartwright | B | 5/6/2005 |
| William Sanders | Pension – dis. To service | Clara Sanders | A | 3/6/2002 |
| Troy D. Vaughn | Fire | Brian Vaughn, Carey Curd III, Timothy Vaughn and unknown child | B | 4/13/2006 |
| Herman Krantz | Pension | Anita Krantz | B | 2/21/2006 |
| Lewis Taylor | Pension | Louise Taylor | B | 4/19/2006 |
| Gregory Sawyers | Parks | Pamela Sawyers | B | 4/23/2006 |

BENEFIT BOARD ITEMS

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

1. Self insured plan amendment - 2006 plan changes.

Shannon Beehan stated that previously the Board approved provisions in the self insured plan for the 2006 plan year to include utilization of a pharmacy benefit manager and expanding coverage for preventative care. She stated that the formal amendment incorporating these changes is being presented for the Board's approval.

After some discussion of naming a specific pharmacy benefit manager, the Board requested that the amendment be revised as to not name specific companies related to services associated with the plan.

2. Insurance arrears and refunds for pensioners.

Christi Mayo reported to the Board that staff has been working on updating the policy on arrears and refunds to address the issues specifically dealing with pensioners once they receive Medicare or have a decrease in premium due to loss of dependents. She stated that for Medicare it is recommended that 1) if Metro paid secondary on a Medicare claim staff be allowed to refund back to the latter of the Medicare effective date or the last 72 months and 2) if Metro paid primary on a claim staff will ask the insurance carrier to go back and reprocess the claims up to 18 months and then refund back to the later of the

2. Insurance arrears and refunds for pensioners. (continued)

Medicare effective date or 18 month time frame. She also reviewed the policy for refunds to pensioners for loss of a dependent.

The Board discussed the number potentially impacted, the refund time frame allowed in the HMO plan versus the self insured and coordinating receipt of Medicare with Metro and the health insurance provider.

Clyde Smith moved approval of the policy on arrears and refunds for pensioners. Tom Storey seconded and the Board approved without objection.

3. Benefit surveys.

Shannon Beehan reported to the Board that staff will be conducting a benefits survey for approximately 200 employees and 100 pensioners. She stated that the finalized surveys and timelines are being presented for the Board's approval.

The Board discussed the random selection for the survey.

Clyde Smith moved approval of the surveys. Michael Turner seconded and the Board approved without objection.

4. Benefit Board budget.

Lannie Holland reviewed the proposed 2007 budget with the Board highlighting the line item for disability return to work evaluations.

After some discussion, Betsy Walkup moved approval of the proposed budget. Russell White seconded and the Board approved without objection.

5. In line of duty death benefit.

Shannon Beehan reviewed the report with the Board for this \$100,000 in line of duty death benefit.

After some discussion of qualifying conditions to meet the criteria outlined in the Code for this benefit, Tom Storey moved approval of the in line of duty death benefit. Michael Turner seconded and the Board approved without objection.

6. Study & Formulating Committee final report.

Shannon Beehan stated that the final report is being presented for the Board's further study and action.

The Board concluded that this item will need further review and deferred this item to the next meeting. The Board also requested a copy of the 2002 Study & Formulating Committee final report.

7. Retiree health insurance.

The Board deferred this to the next meeting and asked it be included with the review of the Study & Formulating Committee final report.

Nicki Eke of the Department of Law distributed a draft ordinance for the Board's consideration on this item.

8. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

8. Correspondence: (continued)
- c. Utilization report from HealthSpring.

Items 8.-a through 8.-c. were for information only and no action was required.

The Board requested that the pharmacy benefit provider provide the same type of utilization report and modifying the reports.

9. Reports for your information:
- a. Return to work.
 - b. Social Security approvals.
 - c. Refund of pension contributions. (none to report at this time)
 - d. Repayment of pension contributions. (none to report at this time)
 - 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. Pending litigation(s). (reported quarterly)
 - i. Disability status reports.

Items 9.-a through 9.-i. were for information only and no action was required.

10. Late item(s):

At this time, Dorothy Shell-Berry requested that a resolution be drafted for Edward Mason in recognition for his service to the Board.

Clyde Smith moved approval. The motion was seconded and approved unanimously by the Board.

With nothing further presented, the meeting adjourned at 10:19 a.m.

ATTEST:

APPROVED:

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

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