

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 4, 2007

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday December 4, 2007 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: Clyde D. Smith; Vice Chair: H. Russell White; Members: Christine Bradley, Ann V. Butterworth, Douglas D. Conquest, Sr., B.R. Hall, Sr., Edna J. Jones, Richard M. Riebeling and Dorothy Shell-Berry.

Member **Steve D. Bumpus** was unable to be present.

Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Christopher Fletcher, Civil Service Medical Examiner.

Chair Clyde Smith welcomed Richard M. Riebeling to the Board.

A. MINUTES: Chair Clyde D. 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 November 6, 2007. It was requested that approval of the minutes be deferred to allow for clarification on a couple of items. Dorothy Shell-Berry moved for approval to defer the minutes. Ann Butterworth seconded and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Shannon Hall announced the process and timeframe for appealing a decision made by this Board.

C. DISABILITY PENSIONS: (new requests, reexaminations and return to work)

The terms of the approval or extension of the items listed in the motions 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 through 4, for the length of time as recommended. Dorothy Shell-Berry moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Douglas Conquest seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that he recommends denial of the new disability pension request, item 5. After discussion of accommodations for the individual, Edna Jones moved for approval of the recommendation to deny the request. Ann Butterworth seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 6 through 9 for the length of time as recommended. Dorothy Shell-Berry moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 9 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

On items 10 through 18, Dr. Christopher Fletcher reported to the Board that he is recommending deferral pending the receipt of additional medical information and a functional capacity evaluation/EMG on item 17. Ann Butterworth moved for approval of the recommendation to defer on items 10 through 18 with additional procedures on item 17. Christine Bradley seconded and the Board approved without objection.

Dr. Christopher Fletcher reviewed the referrals to case management for social security assistance with the Board. Douglas Conquest moved for approval of the referrals. Ann Butterworth seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	IOD or Medical Disability	Recommendation
1.	Brenda K. Crowder	Bordeaux	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (April 2008), with re-exam at that time.
2.	Kenneth L. Gray, Sr.	Water/Fleet Mgmt.	IOD	As moved, seconded and approved, this disability pension request was approved for three months, (March 2008), with re-exam at that time.
3.	Jennifer L. Kee	MNPS	IOD	As moved, seconded and approved, this disability pension request was approved for three months, (March 2008), with re-exam at that time.
4.	Vicki M. Sullivan	MNPS	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
5.	Michael S. Varnell	MNPS	IOD	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	IOD or Medical Disability	Recommendation
6.	Virginia Byrd	MNPS	Medical	As moved, seconded and approved, this disability pension was continued for seven months, (July 2008), with re-exam at that time.
7.	Mary A. Rathburn	MNPS	Medical	As moved, seconded and approved, this disability pension was continued for six months, (June 2008), with re-exam at that time.
8.	Donna Sanders	MNPS	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
9.	Deborah L. Tucker	General Services	Medical	As moved, seconded and approved, this disability pension was continued for four months, (April 2008), with re-exam at that time.
10.	Lacey L. Barlow	MNPS	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2008), with re-exam at that time.

REEXAMINATIONS: (continued)

	Name	Department	IOD or Medical Disability	Recommendation
11.	Curtis E. Bush	Parks	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (February 2008), with re-exam at that time.
12.	Josephine D. Felts	MNPS	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2008), with re-exam at that time.
13.	Terry D. Gibson	Health	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2008), with re-exam at that time.
14.	Calvin Hullett	Police	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2008), with re-exam at that time.
15.	Stephanie McPherson	Fire	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (February 2008), with re-exam at that time.
16.	Danny G. Mosley	Water	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2008), with re-exam at that time.
17.	Bertha Mumphery-Otey	Bordeaux	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for two months, (February 2008), with re-exam at that time and a functional capacity evaluation/EMG.
18.	Doris V. Vance	MNPS	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2008), with re-exam at that time.

RETURN TO WORK:

There were no return to work requests.

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

MOTION: B.R. Hall moved for approval of the pensions. Dorothy Shell-Berry seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
S. Marie Anderson	Circuit Court Clerk	Docket Clerk	B	10/30/2007	01/01/2008
James W. Russell Jr.	MNPS	Lead Carpenter	B	10/30/2007	12/13/2007
Carl D. Parrish	MNPS	Senior Custodian	B	11/01/2007	10/27/2007
Norma E. Woolley	MNPS	Spec Ed Life Skills Ed Asst	B	11/01/2007	10/03/2007
Mildred D. Buford	MNPS	Cafeteria Assistant	B	11/01/2007	12/22/2007
Patricia M. Lampley	Trustee's Office	Deputy-Tax Accounting	B	11/02/2007	12/01/2007
Pavana K. Kodali	Juvenile Court	Administrative Asst	B	11/05/2007	01/12/2008
Cynthia A. Wall	MNPS	Secretary/Clerk	B	11/06/2007	12/29/2007
Ronald L. Steele	Police	Police Officer 2	B	11/06/2007	11/29/2007
Carolyn J. Harris	MNPS	Cafeteria Assistant	B	11/06/2007	10/20/2007
John L. Ragsdale	Fire	Fire Assistant Chief	B	11/07/2007	12/01/2007
Edward K. James	Parks	Seasonal Worker 3	B	11/08/2007	10/01/2007
William A. Mangrum	Parks	M & R Worker 3	B	11/08/2007	02/01/2008
Nellie K. Whitmore	Water	Custodian 2	B	11/08/2007	12/01/2007
Barbara A. Lavigne	General Hospital	Environmental Svcs Manager	B	11/08/2007	12/29/2007
Chyriil R. Bobbitt	Police	Police Youth Counselor 2	B	11/12/2007	01/01/2008
Eva L. Roark	Police	Police Operations Coord 1	B	11/12/2007	02/20/2008
Archie L. French	Water	M & R Leader 2	B	11/12/2007	01/01/2008
Gale P. Porter	MNPS	Resource Technician IT	B	11/13/2007	12/16/2007
Bobby J. Vaughn	Water	Engineering Technician 3	B	11/13/2007	12/29/2007
Jeanette Tenpenny	Human Resources	Compliance Inspector 3	B	11/14/2007	12/01/2007
Sandra E. Bolton	MNPS	School Bus Driver	B	11/15/2007	01/01/2008
Johnny R. Claibourne Jr.	Fire	Fire Captain	B	11/15/2007	01/03/2008
David L. Kulp	MNPS	Senior Plumber	B	11/16/2007	01/31/2008
Robert M. Collier	Tax Assessor	Appraiser 3	A	11/16/2007	12/01/2007*

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
William E. Seibert	Police	A	10/01/2007
William D. Lovell	Fire	A	11/01/2007

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Delemos, Patsy R.	Bordeaux Long Term Care	Service	B	9/8/2007	Option F	
Jenkins, Marian H.	MNPS	Service	B	08/13/2007	Normal	
Davis, Gayle	MNPS	Service	B	11/01/2007	Option F	
Hix, Lewis D.	Public Library	Service	B	10/2/2007	Normal	
Hullett, Robert L.	Police	P&F Service	B	10/1/2007	Option E	2
Hardy, Frank	MNPS	Early Service	B	9/8/2007	Option E	
Brown, Patricia L.	Codes Administration	Early Service	B	10/20/2007	Option D	
Corlew, Peggy A.	Bordeaux Long Term Care	Early Service	B	10/11/2007	Normal	
Haynes, Diane	Police	Early Service	B	9/27/2007	Normal	
Morton, Phyllis A B.	Bordeaux Long Term Care	Early Service	B	9/29/2007	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
Robert F. Bryant Sr.	Pensioner	Zanada E. Bryant	B	11/01/2007
Shirley J Harris	Pensioner	Jerry L Harris	B	10/29/2007
Jerry Dye	County Clerk's Office	Cynthia Dye	B	10/20/2007
Thomas Mauck	Water Services	Norma Jean Mauck	B-Active	11/11/2007
John L. Smith	Police	Deborah Smith	B	11/19/2007
Ray H. Eaton	Parks	Martha Eaton	B	11/15/2007
Calvert Bean	Library	Katrin Bean	A	11/14/2007
Jerry Craighead	Employee Benefit Board	Linda D. Craighead	Vested B	11/04/2007
John Foster, Jr.	Pensioner	Myrtice Foster	A	11/18/2007
Jean Gilbert	Pensioner	Charles Gilbert	B	11/04/2007
Gerald Wayne Capps	Pensioner	Anita Capps	B	11/04/2007

BENEFIT BOARD ITEMS

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

1. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2008.

Chair Clyde Smith opened the floor to nominations for Chair for 2008.

B.R. Hall nominated Clyde Smith for Chair. Douglas Conquest seconded.

Dorothy Shell-Berry nominated Ann Butterworth for Chair. Christine Bradley seconded.

A vote was taken on the motion for Clyde Smith with a vote of 3/0.

A vote was taken on the motion for Ann Butterworth with a vote of 4/0.

Ann Butterworth was elected as Benefit Board Chair for 2008 with Clyde Smith as Vice-Chair.

2. Cost of living adjustments for Division A & B pension plans.

Shannon Hall reported to the Board that in accordance with the Metro Code, a cost of living adjustment increase of 3.0% is recommended for all eligible retirees under Division A and 1.50% under Division B beginning January 1, 2008.

Dorothy Shell-Berry moved for approval of the cost of living increases for Division A and B as recommended. Christine Bradley seconded and the Board approved without objection.

3. Annual enrollment update.

Greg Drennan and Kelley Lewis, Deloitte Consulting, reviewed the enrollment results with the Board. Kelley Lewis stated that 55% of the population (active & pensioners combined) elected the PPO, 39% the Cigna Choice Fund and 6% the Blue Advantage Plus Plan and there was an increase in the flexible spending enrollment. Ms. Lewis also reviewed dental and vision enrollment and a timeline on card issuance to those members who will be receiving new cards. Ms. Lewis informed the Board that pensioners who do not return the required enrollment form to Blue Cross Blue Shield for the Blue Advantage plan will be defaulted to the PPO plan.

4. Update on Cigna Choice Fund administration.

Greg Drennan reported to the Board that Cigna will have the ability to administer pro-ration of the Choice Fund for new hire entrants into the plan.

4. Update on Cigna Choice Fund administration. (continued)

Ann Butterworth moved to rescind the Board's prior action not to prorate the Choice Fund for new entrants. Dorothy Shell-Berry seconded and the Board approved without objection.

B.R. Hall moved for approval to prorate the Choice Fund for new entrants as follows for 2008: 1) employers contribution amounts will be prorated quarterly based on eligibility date and 2) family status changes (i.e. single to family) will not be prorated. Ann Butterworth seconded and the Board approved without objection.

5. Committee Report(s):

a. In Line of Duty Committee. (Chair: Edna J. Jones; Vice-Chair: Christine Bradley; Members: Ann V. Butterworth and Clyde D. Smith. Alternates: B.R. Hall, Sr. and Dorothy Shell-Berry)

Shannon Hall reported to the Board that the In Line of Duty Committee met on November 12, 2007 to continue deliberation on the IOD network issues and the Committee has no recommendations for the Board at this time.

6. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from HealthSpring. (not available at this time)
- d. Utilization report from Walgreens Health Initiatives. (not available at this time)
- e. Quarterly report from Alternative Service Concepts.
- f. Pharmacy comparison. (not available at this time)
- g. Closed file review report from Eckman/Freeman & Associates. (not available at this time)
- h. Wise Moves News, October 2007.

Dorothy Shell-Berry distributed a letter from the purchasing agent concerning the consulting services request for proposal.

Shannon Hall distributed a letter from the Legal Department concerning a prior action taken by the Board.

The Board discussed having a Special Called meeting for deliberation on the issue described in the letter from the Legal Department. After discussion, Dorothy Shell-Berry moved scheduling of a Special Called meeting before the December Study Session. Ann Butterworth seconded and was approved by the Board 5/4, with Doug Conquest, B.R. Hall, Edna Jones and Clyde Smith opposed.

Items 6-a. through 6.-h. were for information only.

7. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Refund of pension contributions. (not available at this time)
- d. Repayment of pension contributions.
- e. Reports from Treasury.
- f. Non-compliant disability pensioners. (none to report at this time)
- g. Pending litigations. (reported quarterly)
- h. Disability status reports.
- i. Denial log from Alternative Service Concepts.

The Board reviewed the denial log from ASC. There was discussion of who has the authority to determine the denials and the guidelines approved by this Board.

B.R. Hall moved that these items presented today on the denial log be reviewed by the In Line of Duty Committee. Douglas Conquest seconded.

There was discussion of the departments and individuals being notified of the meeting and the training departments receive on reporting the injury.

After some discussion of scheduling the meeting, the issues currently on the log and reviewing materials on the current reporting process, a vote was taken on the motion and approved unanimously by the Board.

The Board also discussed alternate meeting dates for the January meeting.

Items 7.-a. through 7.-i. were for information only.

8. Late item(s):

There were no late items reported.

With nothing further presented, the meeting adjourned at 10:50 a.m.

ATTEST:

APPROVED:

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

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