

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 1, 2008

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday April 1, 2008 in the Civil Service Conference Room, Suite 163, 222 Building, Third Avenue North, Nashville, Tennessee, at approximately 9:32 a.m.

Benefit Board members: Chair: Ann V. Butterworth; Vice Chair: Clyde D. Smith; Members: Douglas D. Conquest, Sr., B.R. Hall, Sr., James H. Johnson, Edna J. Jones, Richard M. Riebeling, Dorothy Shell-Berry and H. Russell White.

Member Christine Bradley 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.

A. MINUTES: Chair Ann Butterworth 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 March 4, 2008. With no corrections, nothing further was noted and Russell White moved for approval. Clyde Smith 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, return to work and referrals)

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 7, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 7 for the length of time as recommended. Douglas Conquest seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on item 8, he is requesting additional testing prior to making a determination on the new request for an in line of duty disability pension. Clyde Smith moved for approval of additional tests on item 8. B.R. Hall seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that he recommends continuing the disability pension reexaminations, items 12 through 23 for the length of time as recommended with the exception of item 13, which requires no action. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 12 through 23 for the length of time as recommended, with the exception of item 13. Dorothy Shell Berry seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on items 24 through 27, he recommends deferral for one month pending additional medical information. Clyde Smith moved for approval of the recommendation to defer on items 24 through 27 for one month. Douglas Conquest seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on item 9, the applicant has withdrawn the application. On item 10, he reported that the individual has been accommodated and returned to work. Edna Jones moved for approval of the recommendation to deny the disability pension request. Dorothy Shell-Berry seconded and the Board approved without objection.

On item 11, Dr. Christopher Fletcher reported to the Board that he recommends denial based on insufficient medical evidence to conclude that the individual is disabled. Clyde Smith moved for approval of the recommendation to deny item 11. Edna Jones seconded and the Board approved without objection.

Dr. Christopher Fletcher reported to the Board that on the return to work request, item 28, he recommends denial based on the medical standards required and results from a functional capacity exam. Dorothy Shell-

Berry moved for approval of the recommendation to deny the return to work request, item 28. Richard Riebeling seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	IOD or Medical Disability	Recommendation
1.	Nannie E. Bentley	MNPS	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
2.	Lucy A. Igharo	Bordeaux	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
3.	James W. McDerman	Police	IOD	As moved, seconded and approved, this disability pension was approved for six months, (October 2008), with re-exam at that time.
4.	Toney W. Moore	Public Works	Medical	As moved, seconded and approved, this disability pension was approved for four months, (August 2008), with re-exam at that time.
5.	William F. Shaw, Jr.	Sheriff	Medical	As moved, seconded and approved, this disability pension request was approved without stipulation of scheduled re-exam.
6.	Gregory S. Sullivan	Fire	IOD	As moved, seconded and approved, this disability pension was approved for one year, (April 2009), with re-exam at that time.
7.	Pamela A. Vague	MNPS	IOD	As moved, seconded and approved, this disability pension was approved for four months, (August 2008), with re-exam at that time.
8.	Emaly B. Thompson	General Services	IOD	As moved, seconded and approved, additional testing was requested.
9.	Rita F. Castleman	General Hospital	IOD	As moved, seconded and approved, this disability pension request was withdrawn.
10.	Barbara K. Johnson	MNPS	Medical	As moved, seconded and approved, this disability pension request was denied.
11.	Patricia A. Wynn	General Services	Medical	As moved, seconded and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	IOD or Medical Disability	Recommendation
12.	Connie G. Clemmons	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.

REEXAMINATIONS: (continued)

	Name	Department	IOD or Medical Disability	Recommendation
13.	Michael Clouse	Water	IOD	This item required no action by the Board.
14.	Brenda K. Crowder	Bordeaux	Medical	As moved, seconded and approved, this disability pension was continued for one year, (April 2009), with re-exam at that time.
15.	Gary W. Demonbreun	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
16.	Mark D. Denny	Police	IOD	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
17.	Rhonda L. Dickens	Police	IOD	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
18.	Peggy K. Grant	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
19.	Sherry L. Hagadorn	MNPS	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
20.	Bobby R. Harrell	Police	IOD	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
21.	Mary Ann Rathburn	MNPS	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
22.	Deborah L. Tucker	General Services	Medical	As moved, seconded and approved, this disability pension was continued for four months, (August 2008), with re-exam at that time.
23.	Doris V. Vance	MNPS	Medical	As moved, seconded and approved, this disability pension was continued for six months, (October 2008), with re-exam at that time.
24.	Curtis E. Bush	Parks	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
25.	Mark S. Fielden	Police	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for one month.

REEXAMINATIONS: (continued)

	Name	Department	IOD or Medical Disability	Recommendation
26.	Octavia M. Holt	MNPS	IOD	As moved, seconded and approved, this disability pension re-exam was deferred for one month.
27.	Beneta M. Polk	Bordeaux	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month.

RETURN TO WORK:

	Name	Department	IOD or Medical Disability	Recommendation
28.	Terry Richards	Police	IOD	As moved, seconded and approved, this return to work request was denied.

SOCIAL SECURITY REFERRALS:

Richard Riebeling moved for approval of the recommendations on the referrals for social security assistance. The motion was seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Lisa Baggett	MNPS	Pension Approval	No	No	has attorney rep
2	Vivian Blackshear	Bordeaux	Pension Approval	No	No	
3	Quenna Eddy	Juvenile Court	Pension Approval	Yes	Yes	
4	Steve House	MNPS	Pension Approval	Yes	Yes	
5	Claudyne Jefferson	Health	Pension Approval	No	No	
6	Pamela Johnson	NGH	Pension Approval	Yes	Yes	
7	Cherie Lincoln	Water	Pension Approval	Yes	Yes	
8	Princess Martindale	Water	Pension Approval	Yes	Yes	
9	James Moorehead	MNPS	Pension Approval	Yes	Yes	
10	Bobbie Morgan	MNPS	Pension Approval	Yes	Yes	
11	Marcia Turntine	NGH	Pension Approval	No	No	

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

B.R. Hall moved for approval of the pensions. Clyde Smith seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Dorothy D. Jenkins	MNPS	Custodian Helper	B	02/28/2008	04/26/2008
Gloria J. Jones	Bordeaux Hospital	Cook's Assistant	B	02/28/2008	12/29/2007
William R. Reed	Police	Police Sergeant	B	03/04/2008	07/07/2007
Clifford L. Deaner	Water	M & R Worker 2	B	03/04/2008	04/19/2008
Ruth Darlene Whitacre	MNPS	General School Assistant	B	03/05/2008	08/15/2008
Richard L. Winfrey	Police	Police Officer 2	B	03/06/2008	04/16/2008
James Wright	MNPS	School Bus Driver	B	03/06/2008	03/01/2008
James A. Boyles	Water	Industrial Tech Master	B	03/11/2008	05/03/2008
Randall W. Simmons	General Hospital	Pharmacist	B	03/12/2008	06/01/2008
Michael J. Rossi	Fire	Fire Fighter 3	B	03/18/2008	06/01/2008
Garry W. Baker	Police	Police Officer 3	B	03/18/2008	03/31/2008
Bruce D. Pinkerton	Police	Police Officer 2	B	03/19/2008	04/16/2008
Billy R. Scarberry	Police	Police Officer 2	B	03/20/2008	05/16/2008
Michael L. Pyburn	Police	Police Officer 3	B	03/20/2008	04/01/2008
Rachel E. Patterson	MNPS	School Secretary/Bookkeeper	B	03/21/2008	06/01/2008
Carolyn L. Hutcherson	MNPS	Senior Secretary	B	03/21/2008	06/01/2008
Helen W. Rucker	MNPS	General School Assistant	B	03/24/2008	06/01/2008
Orville R. Smith	MNPS	School Bus Driver	B	03/24/2008	06/01/2008

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Mike C. Lovell	Police	A	01/01/2008
John L. Massey	Gen. Hosp.	B	01/01/2008
Josephine M. Eaton	MAC	B	03/01/2008
David T. Corley	Water	B	04/01/2008

Options Elected

None to report at this time.

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Tommy G. Keen	Water Services	Louise Keen	A	02/27/2008
William T. Bush, Jr.	Police	Norma Bush	A	02/25/2008
Laura L. Marcum	Social Services	Denise Renee Gregg	B	03/09/2008
James Demonbreun	Codes	Bessie Demonbreun	A	03/11/2008
David Nichols	Water Services	Brenda Nichols	Active-B	03/20/2008
Edward Neeley	Public Works	Elma Neeley	Dis-A	03/13/2008
J. D. Lamberth	General Services	Ethel Lamberth	A	03/01/2008
Herbert O. Brockette	Pensioner	Estaine Brockette	A	03/12/2008

BENEFIT BOARD ITEMS

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

1. Presentation of resolutions.

Shannon Hall presented Steve Bumpus with a resolution honoring his dedication and service to the Metropolitan Employee Benefit Board.

2. IOD medical care request(s):

a. Employee from Bordeaux Long Term Care.

Shannon Hall reviewed the request with the Board. She stated that Dr. Christopher Fletcher has indicated that there is sufficient medical information to recommend that the in line of duty medical care request be granted. She also stated that the individual is present.

Clyde Smith moved for approval of the recommendation to grant the request for in line of duty medical care. James Johnson seconded and the Board approved without objection.

b. Employee from Parks Department.

Shannon Hall reviewed the request with the Board. She stated that Dr. Christopher Fletcher has indicated that there is sufficient medical information to recommend that the in line of duty medical care request be granted. She also stated that the individual is present.

Clyde Smith moved for approval of the recommendation to grant the request for in line of duty medical care. Edna Jones seconded and the Board approved without objection.

3. Cigna Choice Fund plan document.

Shannon Hall reported to the Board that this item is being presented today for the Board's approval. She stated that staff recommends approval of the plan document as drafted.

Dorothy Shell-Berry moved for approval of the Cigna Choice Fund plan document. Clyde Smith seconded.

The Board discussed the grievance process.

Paul Huffman, Cigna representative, addressed Board members questions regarding having an employee advocate for the grievance process.

The Board discussed changes to the document for more clarity on the grievance process, consistency in the language, the Legal Department's review of the document and having someone authorized to make non-substitutive/typographical changes.

After discussion, the Board recommended that the process include employee representation/advocacy, that staff receive notifications on appeals/grievances and designated Dorothy Shell-Berry to make non-substitutive changes.

The motion was amended to include the recommended changes and a vote was taken on the motion to approve the Cigna Choice Fund plan document with the recommended changes and was approved with B.R. Hall opposed.

4. Benefit consultant RFP update.

Shannon Hall reported to the Board that oral presentations/interviews have been given by the three finalists. She stated that the Board will be notified as soon as the final decision is made.

5. MetroMax plan update.

Tom Eddlemon and Fadi Bousamra, Treasury Department, addressed the Board on the deferred compensation plan. Mr. Eddlemon reviewed three voluntary changes from the Pension Protection Act of 2006 regarding unforeseeable emergency and hardship withdrawals, limited rollover rights for non-spousal beneficiaries and tax-free distribution for health and long term care. He stated it is recommended to amend the plan to authorize limited rollover rights for non-spousal beneficiaries and not amend for changes to the unforeseeable emergency and hardship withdrawals and tax free distributions for health and long term care.

Clyde Smith moved for approval of the amendments for purposes of discussion. Dorothy Shell-Berry seconded.

After discussion of issues with the amendments, B.R. Hall moved for deferral on the amendments for 90 days. Douglas Conquest seconded.

Clyde Smith withdrew his motion. The seconder of the motion accepted the withdrawal.

After discussion of obtaining additional information on the amendments, a vote was taken on the motion to defer until the July and was approved without objection.

Fadi Bousamra reviewed the recommended fund changes to the 457 plan. He stated it is recommended to replace the Templeton global fund with the American fund, adding an international fund (Julius Bear) and another domestic large cap core fund (Davis fund).

Richard Riebeling moved for approval of the fund changes for purposes of discussion. Russell White seconded.

Fadi Bousamra discussed mapping the assets over to the new funds and notification to participants. Jamie Wewetzer distributed information to be sent to participants.

A vote was taken on the motion to make the appropriate fund changes and was approved with B.R. Hall and Douglas Conquest opposed.

6. Walgreens Health Initiatives issues update

Shannon Hall reviewed the report with the Board.

Craig Wald, Account Executive, and Imri Brown, the new Account Executive, were present and addressed the Board on any open issues. Mr. Wald distributed an action plan related to working towards resolution of the open issues. Mr. Wald also reviewed the utilization/trends of the plan.

Imri Brown discussed educating pharmacies on eligibility.

The Board was pleased with the progress made on the issues to date.

There was discussion of the expiration of the contract with WHI and extending that contract.

Clyde Smith moved that staff move forward with the renewal of the contract with WHI. Richard Riebeling seconded and the Board approved without objection.

7. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Walgreens Health Initiatives. (not available at this time)
- d. Utilization report from Alternative Service Concepts. (reported quarterly)
- e. Correspondence from Council.

7. Correspondence: (continued)

Items 7.-a through 7.-e. were for information only and no action was required.

Shannon Hall reviewed the correspondence from Council with the Board.

Clyde Smith moved that the items discussed in the letters from Council be placed on the next Study Session agenda. Dorothy Shell-Berry seconded and the Board approved without objection.

8. 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. (not available at this time)
- f. Non-compliant disability pensioners. (none to report)
- g. Pending litigations. (reported quarterly)
- h. Disability status reports.
- i. Denial log from Alternative Service Concepts.

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

9. Late item(s):

Interpretation of eligibility for police and fire pension plan.

B.R. Hall moved that this item and any other affected classifications be referred to the Pension Committee for discussion. Douglas Conquest seconded and the Board approved without objection.

With nothing further presented, the meeting adjourned at 10:59 a.m.

ATTEST:

APPROVED:

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

***Ms. Ann V. Butterworth, Chair
Employee Benefit Board***