

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**May 3, 2011**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 3, 2011 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: Edna J. Jones; Vice Chair: Christine Bradley; Members: Ann V. Butterworth, Charles D. Clariday, Sr., \*G. Thomas Curtis, B.R. Hall, Sr., James H. Johnson, Richard M. Riebeling, Rita Roberts-Turner and Clyde D. Smith.  
Others present: Shannon B. Hall, Metro Human Resources, Nicki Eke, Attorney, Metro Legal Department and Dr. Celia Goodson, Civil Service Medical Examiner.

**A. MINUTES:** Chair Edna Jones 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 April 5, 2011. With no corrections, nothing further was noted and Ann Butterworth moved for approval. Rita Roberts-Turner 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 social security referrals)**

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

Dr. Celia Goodson reported to the Board that she recommends approval of the disability pension new requests, items 1 through 7, for the length of time as recommended. Dr. Goodson noted that on item 5, the initial request was for in line of duty. She stated that she recommends denial of the in line of duty request and approval of a medical disability pension.

After discussion regarding the individual being aware of the recommendation, Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 7 for the length of time as recommended. Rita Roberts-Turner seconded.

There was discussion as to whether or not the individual was present and their rights regarding the request.

Velvet Hunter, General Services, was present and addressed the Board regarding the recommendation on the disability pension request.

After some discussion on how to handle these type cases procedurally, a vote was taken on the motion to approve items 1 through 7 and was approved without objection.

Dr. Celia Goodson reported to the Board that on items 8 through 11, she recommends approval of the disability pension new requests and the individuals be returned to work. Clyde Smith moved for approval of the recommendation to approve items 8 through 11 and the individuals be returned to work. Charles Clariday seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval for continuing the disability pension reexaminations, items 12 through 16 for the length of time as recommended.

\*Denotes the arrival of G. Thomas Curtis.

Christine Bradley moved for approval of the recommendation to continue the disability pension reexaminations, items 12 through 16 for the length of time as recommended. Charles Clariday seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 17 she recommends return to work (graduated), with deferral for one month on items 18 and 19. Clyde Smith moved for approval of the recommendations on items 17 through 19. Rita Roberts-Turner seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on the return to work request, item 20, she recommends approval of the return to work request. Ann Butterworth moved for approval of the recommendation of return to work on item 20. Clyde Smith seconded and the Board approved without objection.

**NEW REQUESTS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
1.	Walter C. Campbell, Jr.	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for one year, (May 2012), with re-exam at that time.
2.	Paul E. Graves	General Services	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2012), with re-exam at that time.
3.	Beverly C. Hall	Parks	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2012), with re-exam at that time.
4.	Janet L. Roberts	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2012), with re-exam at that time.
5.	Alan B. Russell	General Services	In Line of Duty/Medical	As moved, seconded and approved, this disability pension request was approved as a <i>medical</i> disability pension for six months, (November 2011), with re-exam at that time.
6.	William N. Underwood	Water	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (May 2012), with re-exam at that time.
7.	Ricky G. Weatherly	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (November 2011), with re-exam at that time.
8.	Suzanne W. Butler	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved and the individual returned to work.
9.	James W. Davies	General Services	In Line of Duty	As moved, seconded and approved, this disability pension request was approved and the individual returned to work.
10.	Billie A. Lassiter	General Hospital	Medical	As moved, seconded and approved, this disability pension request was approved and the individual returned to work.

**C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)**

**NEW REQUESTS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
11.	Bettye M. Sullivan	Bordeaux	In Line of Duty	As moved, seconded and approved, this disability pension request was approved and the individual returned to work.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
12.	Kenny G. Bush	Criminal Court Clerk	Medical	As moved, seconded and approved, this disability pension was continued for one year, (May 2012), with re-exam at that time.
13.	Kenneth N. Rabideau	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (May 2012), with re-exam at that time.
14.	Jesse J. Randle	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (May 2012), with re-exam at that time.
15.	Geraldine Reed	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (May 2012), with re-exam at that time.
16.	Frederick S. Sulfridge	Police	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
17.	Walter C. Knox, Jr.	Water	Medical	As moved, seconded and approved, this disability pension was continued and the individual returned to work.
18.	Michael G. Bunch	Fire	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (June 2011), with re-exam at that time.
19.	Kimberly L. Searcy	Health	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (June 2011), with re-exam at that time.

**RETURN TO WORK:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
20.	Judy Bush	Social Services	Medical	As moved, seconded and approved, this return to work request was approved.

**C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security referrals)**

**SOCIAL SECURITY REFERRALS:**

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Ann Butterworth moved for approval of the recommendations on the referrals. Rita Roberts-Turner seconded and the Board approved without objection.

**SOCIAL SECURITY REFERRALS:**

Item	Name	Department	Review Originated From	Case Mgmt Rec for Referral	CSME Rec for Referral	Comments
1	Gale Beamer	General Services	Pension Approval	Yes	Yes	
2	Deborah Berryhill	Police	Pension Approval	No	No	
3	Earline Brown	MNPS	Pension Approval	Yes	Yes	
4	Terry Gibson	Health	Pension Approval	No	No	Review 8/11
5	Harold Harding	Water	Pension Approval	No	No	Further Eval
6	Jennifer Kee	MNPS	Pension Approval	No	No	Further Eval
7	James McDerman	Police	Pension Approval	No	No	
8	Lynette Oaks	MNGH	Pension Approval	Yes	Yes	
9	Judy Petty	Police	Pension Approval	Yes	Yes	
10	Duane Williamson	Police	Pension Approval	Yes	Yes	
11	Dionna Wilson	Gen. Sessions Ct.	Pension Approval	No	No	Review 8/11

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

Clyde Smith moved for approval of the pensions. Christine Bradley seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Helen A. Pegram	General Hospital	LPN	B	03/30/2011	04/16/2011
Wava L. Huddleston	General Hospital	Director of Nursing	B	03/30/2011	04/05/2011
Marjorie L. Pelland	Codes	Office Support Rep 3	B	03/30/2011	04/19/2011
Ollie B. Meadors III	Fire	Paramedic 2	B	03/30/2011	05/25/2011
Betty R. Careathers	MNPS	School Bus Driver	B	03/30/2011	06/02/2011
Rosa A. Marcus	MNPS	Campus Supervisor	B	03/30/2011	06/02/2011
Charles L. Jones	MNPS	School Bus Driver	B	03/30/2011	05/01/2011
William Hailey III	Water	Office Support Rep 3	B	04/05/2011	04/01/2011
Ronnie A. Richards	Police	Police Officer 2	B	04/06/2011	05/24/2011
Ronnie E. Williams	Water	Master Tech	B	04/06/2011	06/01/2011

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

**Service (continued)**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Vera L. Davidson	General Hospital	Secretary-Executive	B	04/06/2011	04/01/2011
Ruby M. Tidwell	MNPS	Cafeteria Assistant	B	04/06/2011	06/02/2011
Hazel L. Doughten	MNPS	Cashier	B	04/06/2011	04/30/2011
Margaret A. Edwards	MNPS	School Bus Driver	B	04/06/2011	04/19/2011
Sherril M. Marlin	MNPS	Cafeteria Assistant	B	04/06/2011	06/02/2011
Patricia A. Maxwell	MNPS	School Bus Driver	B	04/06/2011	06/02/2011
William H. Hampton	Sheriff	Admin Svcs Officer 4	B	04/07/2011	04/30/2011
Sandra D. Duncan	Arts Commission	Special Asst to Dir.	B	04/08/2011	07/01/2011
Agnes A. Cornett	MNPS	School Bus Driver	B	04/13/2011	06/03/2011
Evelyn E. Bingham	MNPS	General School Asst.	B	04/13/2011	06/02/2011
Robert L. Thompson	MNPS	School Bus Driver	B	04/13/2011	05/01/2011
Deborah W. Robertson	MNPS	Library Clerk	B	04/13/2011	06/02/2011
Pamela F. Woodard	MNPS	Clerk – Guidance	B	04/13/2011	06/03/2011
Gloria E. Cherry	MNPS	Cafeteria Assistant	B	04/13/2011	06/01/2011
Mattie M. Hall *	MNPS	Cafeteria Assistant	B	04/13/2011	04/01/2010
Vivian L. Williams *	MNPS	Custodian	B	04/13/2011	01/01/2010
James L. Payne	Assessors Office	Appraiser 2	B	04/13/2011	05/01/2011
Carol C. Henderson	MNPS	Cluster Support Asst.	B	04/20/2011	05/30/2011
Clara L. Ferguson	BLTC	Registered Nurse	B	04/20/2011	07/04/2011
Diann Davidson	MNPS	Gen. School Asst.	B	04/20/2011	06/03/2011
Cheryl A. Kennedy	State Trail Ct	Jury Coordinator	B	04/20/2011	06/30/2011
Ouida D. Gregory	Water	Admin Assist 2	B	04/20/2011	06/01/2011
James B. Cantrell Jr.	Codes	Compliance Insp. 2	B	04/20/2011	07/01/2011
Wendy G. Dietz *	MNPS	Teacher Assistant	B	04/21/2011	05/01/2011
Mary M. Robinson	MNPS	Printer	B	04/25/2011	04/09/2011
Nannie K. Beard	MNPS	Education Asst.	B	04/25/2011	06/02/2011
Carolyn L. Tomlinson	Gen Hospital	EEG Tech	B	04/25/2011	06/03/2011
Dorothy N. Reed	MNPS	School Library Clerk	B	04/25/2011	06/01/2011
William T. Pate	Police	Police Officer 2	A	04/25/2011	06/16/2011
Mary E. Yarbrough	Gen Hospital	Medical Transcriptionist	B	04/25/2011	06/24/2011
Terry R. Whitley	Sheriff	Correctional Officer 2	B	04/26/2011	04/26/2011

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
James D. Spain	Finance	A	04/01/2011
Mary B. Hanserd	Human Resources	B	04/01/2011
Marilyn Busch	MNPS	B	04/01/2011
Judy Petty	Police/School Patrol	B	02/01/2011
Peggie Vanhook	Water	B	04/01/2011

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Adcox, Donald W.	Police	P& F Service	B	3/5/2011	Option E	3
Chastain, James M.	Police	P& F Service	B	3/16/2011	Normal	1
Jackson, Daniel G.	Water Services	Service	B	3/19/2011	Option B	3
Moran, James	MNPS	Service	B	3/1/2011	Option A	3
Orman, Patricia Ann	MNPS	Service	B	3/5/2011	Normal	
Tellmer, William L.	Parks	Service	B	3/8/2011	Normal	
Wilburn, Linda L	MNPS	Service	B	3/12/2011	Normal	

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

**Survivor**

<b>Employee Name</b>	<b>Department</b>	<b>Survivor Name</b>	<b>Plan Membership</b>	<b>Effective Date</b>
Albert Chambers	Public Works	Barbara Chambers	B	03/12/2011
Robert D. Burton, Jr	Sheriff	Marcia Burton	B	03/29/2011
William Whitely	Juvenile Court	Parie Whitely	B	03/22/2011
Gordon Hall	Fire	Martha Hall	Old Closed	03/25/2011
Michael Lankford	Bordeaux Hospital	Davetta Lankford	B	04/14/2011
Johnny Hackney	MNPS	Sharon Hackney	B	4/19/2011
William Gann Jr	Public Works	Kathy Gann	B	4/20/2011
Gary Gressmier	General Sessions	Diane Gressmier	B	4/20/2011
Yvonne Dooley	Water	Walter Dooley	B	4/20/2011

**BENEFIT BOARD ITEMS**

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

1. Wellness assessment.

Shannon Hall reported to the Board this item was discussed at the April Study Session. She stated the offer from OnLife Health to conduct a free wellness assessment is being presented today for the Board's consideration and action. Ms. Hall also stated that representatives are present to answer any additional questions.

There was some discussion regarding whether or not this would affect other programs already in place at Metro and working with staff to reach out to the departments.

After clarification that this assessment would work with the current wellness programs in place and communications, Rita Roberts-Turner moved for approval of the wellness assessment. James Johnson seconded and the Board approved without objection.

2. Health plan design discussion.

Shannon Hall reported to the Board that this item was discussed at the April Study Session and is being presented for the Board's consideration and action. She also stated that representatives from Buck Consultants are present to answer any additional questions.

Richard Riebeling moved for approval of continuing the grandfathered status for the 2012 plan year. Christine Bradley seconded.

John O'Donnell, Buck Consultants clarified the grandfathering status. He stated that other than having to cover dependents up to age 26 and coverage for clinical trials, grandfathered status can be maintained as long as Metro continues to meet the restrictions on changing plan design and employee contributions.

A vote was taken on the motion to continue the grandfathered status for the 2012 plan year and was approved without objection.

3. Metropolitan Nashville Public Schools clinic waiver program.

Shannon Hall reported to the Board that this item was discussed at the April Study Session and is being presented for the Board's consideration and action.

Clyde Smith moved for approval of the Metropolitan Nashville Public Schools clinic waiver program. Charles Clariday seconded.

After clarification of the effective date of January 2012 for the waiver and current use of the program, a vote was taken on the motion for approval of the Metropolitan Nashville Public Schools clinic waiver program and was approved without objection.

4. Waiver of overpayments – Update on Project 98.

Shannon Hall reviewed the timeline regarding the process to date. She reported that staff has received responses from 35 pensioners requesting a waiver of the overpayment, but has been unable to get responses from 3 pensioners. Ms. Hall reviewed the relevant Code section regarding waivers.

There was discussion regarding the collection process for those that have not responded and the overall process/guidelines regarding waivers for less than a certain dollar amount.

Nicki Eke, Legal Department, address what the Code states regarding overpayments.

After discussion of documentation regarding the waivers and staff reviewing the information submitted, Christine Bradley moved for approval of the waiver of overpayments and any necessary adjustments. Clyde Smith seconded and the Board approved without objection.

B.R. Hall moved to refer review of Project 98 to the Board and Office Committee for review. Charles Clariday seconded and the Board approved without objection.

5. In Line of Duty Committee.

Shannon Hall reported to the Board that deferral has been requested on this item.

Clyde Smith moved for approval of deferral of this item. Christine Bradley seconded and the Board approved without objection.

6. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)
- d. Study and Formulating Committee appointments.
- e. Blue Cross Blue Shield neonatal intensive care unit (NICU) enhancements.
- f. Cigna Choice Fund preventative care list supplement.

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

Shannon Hall noted items 6.-d., 6.-e. and 6.-f. She also stated that the first Study and Formulating Committee meeting will be at 9:00 a.m. on May 11<sup>th</sup> in the Mayor's Media Room.

7. Reports for your information:

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

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

Clyde Smith stated that there have been requests from participants for particular coverages in the health plans. He requested an update on the scheduling of the Medical and Life Committee meeting. He also noted an issue with a plan administrator that needs to be addressed.

8. Late item(s):

There were no late items reported at the meeting.

Edna Jones also made note of the brochure regarding Metropolitan Nashville Public Schools clinics.

With nothing further presented, the meeting adjourned at 10:15 a.m.

ATTEST:

APPROVED:

---

**Mrs. Rita Roberts-Turner, Director  
Human Resources**

---

**Ms. Edna J. Jones, Chair  
Employee Benefit Board**