

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 6, 2011

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 6, 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.

Member G. Thomas Curtis was unable to be present.

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 August 2, 2011. With no corrections, nothing further was noted and Christine Bradley 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 4, for the length of time as recommended. James Johnson moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Clyde Smith 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 5 through 12 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 12 for the length of time as recommended. Charles Clariday seconded and the Board approved without objection.

On item 13, Dr. Celia Goodson reported to the Board that she recommends continuing the disability pension and the individual be returned to work. Clyde Smith moved for approval of the recommendation to continue the disability pension with a return to work. Rita Roberts-Turner seconded and the Board approved without objection.

On items 14 through 17, Dr. Celia Goodson reported to the Board that she recommends deferral for one month pending additional medical information. Clyde Smith moved for approval of the recommendation on items 14 through 17 to defer for one month. Christine Bradley seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that on item 18, she recommends approval of the return to work request. Clyde Smith moved for approval of the return to work request. Christine Bradley seconded and the Board approved without objection.

On item 19, Dr. Celia Goodson reported to the Board that she recommends that the individual be removed from the return to work list with the recommended re-exam date. After some discussion on the basis for the removal, Christine Bradley moved for approval of the recommendation to remove the individual from the return to work list, with the recommended re-exam date. Rita Roberts-Turner seconded and the Board approved without objection.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	Bryan A. Doersam	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (January 2012), with re-exam at that time.
2.	Raymond H. Dyer, Sr.	Parks	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (September 2012), with re-exam at that time.
3.	Barbara K. Johnson	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (March 2012), with re-exam at that time.
4.	Robert W. Malley	Fire	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (January 2012), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	Kimberly E. Goff	Library	Medical	As moved, seconded and approved, this disability pension was continued for six months, (March 2012), with re-exam at that time.
6.	Kenneth M. Hayes	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (September 2012), with re-exam at that time.
7.	Tiwana G. Lumpkin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (December 2011), with re-exam at that time.
8.	Princess A. Martindale	Water	Medical	As moved, seconded and approved, this disability pension was continued for one year, (September 2012), with re-exam at that time.
9.	Thomas E. Matthews, Jr.	Criminal Court	Medical	As moved, seconded and approved, this disability pension was continued for one year, (September 2012), with re-exam at that time.
10.	James C. Smith	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
11.	Charlene E. Tatum	Sheriff	Medical	As moved, seconded and approved, this disability pension was continued for one year, (September 2012), with re-exam at that time.
12.	Dionna N. Wilson	General Sessions Court	Medical	As moved, seconded and approved, this disability pension was continued for three months, (December 2011), with re-exam at that time.
13.	DeAnna Y. Jones	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this individual was returned to work.
14.	James Gray	Metropolitan Nashville Public Schools	In Line of Duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (October 2011), with re-exam at that time.
15.	Rebecca L. Pigg	Fire	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (October 2011), with re-exam at that time.
16.	Allan M. Welch	Fire	In Line of Duty	As moved seconded and approved, this disability pension re-exam was deferred for one month, (October 2011), with re-exam at that time.
17.	William A. Willey	Public Works	Medical	As moved seconded and approved, this disability pension re-exam was deferred for one month, (October 2011), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
18.	Samuel B. Heggie	Water	Medical	As moved, seconded and approved, this return to work request was approved.

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
19.	Suzanne W. Butler	Police	In Line of Duty	As moved, seconded and approved, the individual was removed from the return to work list and scheduled for re-exam in four months, (January 2012).

SOCIAL SECURITY REFERRALS:

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

Dr. Celia Goodson reported to the Board that she concurs with the case management recommendations on the Social Security referrals. Clyde Smith moved for approval of the referrals. Christine Bradley seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Idell Clay	MNPS	Pension Approval	Yes	Yes	Evaluation
2	Stacy Cummings	Sheriff	Pension Approval	Yes	Yes	Has Attorney
3	Richard Foley III	Police	Pension Approval	No	No	
4	Terry Gibson	Health	Pension Approval	Yes	Yes	
5	Tracy Murray	MNGH	Pension Approval	No	No	
6	Larry Riley	General Services	Pension Approval	Yes	Yes	
7	Joe Spencer Jr	Public Works	Pension Approval	Yes	Yes	Pending
8	Stephen Wilson	Fire	Pension Approval	No	No	

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

Rita Roberts-Turner moved for approval of the pensions. James Johnson seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
John E. Mahan	Fire	Engineer	A	07/27/2011	09/01/2011
Edward R. Lawrence	State Trial Ct.	Probation Officer 1	B	07/27/2011	09/08/2011
Donna S. Lawrence	County Clerk	Deputy Clerk 4	B	07/27/2011	09/01/2011
Linda K. Vanlandingham	Parks	Office Support Spec. 1	B	07/27/2011	09/01/2011
Michael F. Abbott	Police	Police Officer 3	B	07/27/2011	08/16/2011
Deborah L. Pickle	MNPS	Data Analyst	B	07/27/2011	09/09/2011
Iona I Sylvis	MNPS	Cafeteria Worker	B	07/27/2011	08/11/2011
Hildred D.B. Cotnoir	MNPS	Library Clerk	B	07/27/2011	08/11/2011
Michael Phillips	Public Works	Maint & Repair Leader 1	B	07/27/2011	08/20/2011
Donald E. Tassej	MNPS	Program Assistant	B	08/08/2011	09/30/2011
Judith C. Dias	Health	Med Admin Asst. 1	B	08/08/2011	09/16/2011
Janice M. Shimmin	Parks	Spec. Program Coord	B	08/08/2011	10/07/2011
Betty G. Cunningham	Juvenile Ct. Clerk	Office Support Rep 1	B	08/08/2011	09/01/2011
Larry T. Breeden *	General Services	Auto Mechanic Leader	B	08/08/2011	08/01/2011
Dorothy R. King	MNPS	Manager II Food Svc	B	08/11/2011	08/11/2011
Linda C. Lain	MNPS	Bus Driver	B	08/11/2011	08/05/2011
James E. Berryman Jr.	Police	Police Officer 2	B	08/11/2011	10/01/2011

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
James R. Owens	Fire	Fire Engineer	B	08/11/2011	09/30/2011
Freddie L. James *	MNPS	Senior Custodian	B	08/11/2011	07/01/2011
Esker H. Dillehay	Fire	Fire Captain	B	08/11/2011	09/16/2011
J.H. Love *	MNPS	Custodian Helper	B	08/09/2011	08/01/2011
Keith F. McGraph	Police	Police Sergeant	B	08/17/2011	10/16/2011
Michael J. Gann	Police	Police Officer 2	B	08/17/2011	08/30/2011
Judith B. Davenport *	Sheriff	Office Support Spec 1	B	08/17/2011	11/01/2011
Dorothy E. Hale	Parks	Parks & Rec SuperInt.	B	08/17/2011	09/30/2011
Sylvia D. Frizzell	MNPS	Bus Driver	B	08/17/2011	10/07/2011
Charles H. Tucker Sr.	MNPS	Tech Supp. Spec. 1	B	08/17/2011	11/04/2011
Paul W. Nelson *	Bordeaux	Resp. Care Svc Dir.	B	08/19/2011	10/01/2011
William P. Griffin, IV	Juvenile Court	Juv. Ct. Referee 2	B	08/23/2011	10/01/2011
Gary W. Moore	Fire	Captain	B	08/24/2011	09/07/2011
Carolyn A. Baldassarre *	MNPS	School Bus Driver	B	08/24/2011	11/01/2011
Howard M. Walters	Parks	Maint & Repair Wrkr 2	B	08/24/2011	10/01/2011
Michael P. Gallagher	Police	Police Officer 2	B	08/24/2011	09/01/2011
Mitzi G. Debusk *	Planning	Planner 3	B	08/24/2011	11/01/2011

*deferred vested benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Fred L. Carter	Public Works	B	08/01/2011
Susan Brumfield	Human Resources	B	08/01/2011
Shirley F. Gullatte	Social Services	A	08/01/2011

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Anderson, Douglas R.	Police	P&F Service	B	7/1/2011	Option A	
Bailey, Rhonda G	MNPS	Early Service	B	6/2/2011	Normal	
Barnard, Billye B	Circuit Court Clerk	Early Service	B	7/19/2011	Normal	
Barrett, Sammie K	MNPS	Service	B	8/7/2011	Normal	
Beaty, David B.	Public Works	Early Service	B	7/2/2011	Normal	
Blackwell, Paulette L	MNPS	Early Service	B	6/2/2011	Normal	
Breveard, Betty W	MNPS	Service	B	8/11/2011	Normal	3
Busby, Teddye A.	Bordeaux	Early Service	B	7/19/2011	Option F	
Carter, James E.	Water Services	Service	B	7/2/2011	Option B	
Castner, Susan K	MNPS	Service	B	6/2/2011	Normal	
Chilton, Judith H	Juvenile Court	Early Service	B	7/21/2011	Normal	
Chilton, Robert C.	Water Services	Service	B	7/23/2011	Option B	
Craft, Clarence E	Sheriff	P&F Service	B	7/2/2011	Normal	
Donegan, John G.	Police	P&F Service	B	7/16/2011	Option C	3
Dorris, Linda L	Circuit Court Clerk	Service	B	7/1/2011	Option A	
Duncan, Sandra D	Arts Commission	Service	B	7/2/2011	Normal	
Dutton Jr, Richard F.	Fire	P&F Service	B	6/18/2011	Option F	1
Elrod, Milton W	Police	P&F Service	B	7/30/2011	Normal	3
Ferguson, Clara L.	Bordeaux	Early Service	B	6/13/2011	Normal	
Fleisher, Paul H.	Public Works	Service	B	7/9/2011	Option F	
Garrison, Sarah E	Police	Service	B	7/1/2011	Option A	
Gibson Jr, Robert S	Information Technology Service	Service	B	6/25/2011	Option B	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Gilley, Judy C	Parks	Service	B	7/30/2011	Normal	3
Hamm, Teresa D	MNPS	Early Service	B	8/11/2011	Normal	
Harris, Rose H	MNPS	Early Service	B	6/11/2011	Option F	
Haynie-Bailey, Malinda	MNPS	Service	B	6/3/2011	Option E	
Hicks, Evelyn D	Police	Service	B	7/16/2011	Normal	
Hill, Minnie A	Metro Action	Service	B	7/1/2011	Normal	
Hughes, Michael A.	Police	P&F Service	B	8/1/2011	Option E	3
Huth, Judy A	Bordeaux	Early Service	B	6/23/2011	Normal	
Ingram, Reba G	MNPS	Early Service	B	8/11/2011	Normal	
Johnson, Robert M.	Water Services	Service	B	7/5/2011	Option F	1
Kennedy, Cheryl A.	State Trial Courts	Early Service	B	7/1/2011	Normal	
Kerr, Joseph D.	Public Works	Early Service	B	7/1/2011	Normal	
Lash, John S	Police	Early Service	B	7/27/2011	Normal	
Laymance, Kimberly D.	Police	Early Service	B	7/16/2011	Normal	
Marlin, Sherrill M	MNPS	Service	B	6/2/2011	Normal	
Marshall, Gwendolyn	Fire	Service	B	7/9/2011	Normal	3
Matthews, Tim L.	Police	P&F Service	B	7/30/2011	Option E	2
Maxwell, Patricia A	MNPS	Early Service	B	8/11/2011	Option F	
McAtee, Ralph D	Fire	P&F Service	B	7/13/2011	Option F	2
McClain Jr, Ernest L.	Codes	Service	B	7/22/2011	Option F	
McElhiney, Gary W	Police	P&F Service	A	7/16/2011	Option F	3
Murray, James W	Codes	Service	B	7/19/2011	Option A	
Nash Jr, Robert B.	Police	P&F Service	B	7/1/2011	Option A	
Nicholson, Ruth Tapsco	MNPS	Service	B	7/1/2011	Option F	
Pillow, David L	Fire	P&F Service	B	7/16/2011	Normal	3
Ray, Etta Marie	MNPS	Service	B	5/31/2011	Normal	
Raye, Sally A.	Public Library	Service	B	7/16/2011	Normal	
Reeder, Gail H	MNPS	Early Service	B	7/1/2011	Option D	
Reese, Pamela L	Public Library	Service	B	6/1/2011	Normal	3
Robinson, Melvin L.	General Hospital	Service	B	7/15/2011	Option A	3
Roland, Sandra D	MNPS	Service	B	8/11/2011	Normal	1
Rowe, David E	Fire	P&F Service	B	7/17/2011	Option F	
Sanders, Willie L	MNPS	Service	B	5/28/2011	Option A	3
Shadowens Jr, Clarence	Public Works	Service	B	7/2/2011	Option A	
Short, Alice Gayle	MNPS	Service	B	7/1/2011	Option E	1
Staggs, Judith A.	Public Library	Early Service	B	7/23/2011	Normal	
Summers, Paul Alvin	MNPS	Service	B	6/1/2011	Normal	
Tatum, Sterling C.	Water Services	Early Service	B	7/16/2011	Option F	
Tuberville, Alice G	Police	Service	B	8/1/2011	Option A	
Whitley, Gary A	Fire	P&F Service	B	7/6/2011	Option A	3
Williamson III, James O	Police	P&F Service	B	7/1/2011	Option F	
Woodard, Pamela F	MNPS	Service	B	8/11/2011	Normal	
Yarbrough, Mary E.	General Hospital	Service	B	6/25/2011	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

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

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
William A King	Fire	William King II	B	7/28/11
John Hailey	Health	Sharon Hailey	B	8/5/11
Charles Campbell	Juvenile Court	Jacquelyn Campbell	B	8/8/11
Teresa Cleveland	Hospital	James Cleveland	B	8/9/11
Thomas Dozier	Police	Pauline Dozier	B	8/4/11
Raymond Hand Sr.	Fire	Norma Hand	B	8/24/11

BENEFIT BOARD ITEMS

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

1. MetroMax 457 plan administrator request for proposal.

Shannon Hall reported to the Board that the Purchasing Department has completed the procurement process for Metro's deferred compensation plan.

Angie McDonald, Purchasing Department, was present and reviewed the process. She stated that the contract was awarded to ING.

There was some discussion of costs and their minimum guaranteed return.

*Denotes the arrival of Ann Butterworth.

Clyde Smith moved for approval of the award. Rita Roberts-Turner seconded and the Board approved with B.R. Hall opposed.

2. Medical and Life Committee report: (Chair: Clyde D. Smith; Vice-Chair: Rita Roberts-Turner; Members: Ann V. Butterworth, B.R. Hall, Sr., James H. Johnson and Richard M. Riebeling. Alternate members: Edna J. Jones and G. Thomas Curtis)

Shannon Hall reported to the Board that the Medical and Life Committee met on Tuesday, August 16, 2011 to deliberate on 2 self insured PPO plan appeals, 1 Cigna Choice Fund plan appeal, review of eligibility to participate in the benefits system for a part time employee of the County Clerk's Office, and a late item regarding Medicare eligibility for a disability pensioner. She stated that the minutes from this meeting are attached for approval. Ms. Hall stated that the Committee deferred action on the Cigna Choice Fund plan appeal and has two recommendations. On item 2, the PPO plan appeal regarding the predetermination denial for gastric bypass, the Committee recommends the Board uphold the predetermination denial for this case, but asked staff to refer the member to the Civil Service Medical Examiner for an assessment and the Custom Care Solutions program for assistance. On item 4, the review of eligibility to participate in the benefits system for a part time employee of the County Clerk's Office, the Committee moved that the staff work with the Legal Department on the status and facts of the District Attorney's Office investigation on this matter and asked that the District Attorney's Office share any information as it becomes available. On the late item regarding Medicare eligibility for a disability pensioner, the Committee recommends that the Board cover travel expenses to and from this facility for this case only while this disability pensioner seeks treatment.

Committee Chair Clyde Smith asked if there were any amendments, corrections or questions of the minutes from the Medical and Life Committee meeting held on August 16, 2011. With no corrections, nothing further was noted and Rita Roberts-Turner moved for approval of the Medical and Life Committee minutes. Clyde Smith seconded and the Committee minutes were approved without objection.

2. Medical and Life Committee report: (continued)

Christine Bradley moved for approval of the Committee recommendations. Rita Roberts-Turner seconded and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)
- d. Hearing aid legislation.

Items 3.-a. through 3.-d. were for information only and no action was required.

Shannon Hall made note of item 3.-d. and stated the plan documents will be updated accordingly.

4. Reports for your information:

- a. Return to work. (none to report)
- b. Social Security approvals.
- c. Refund of pension contributions. (none to report)
- 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.
- i. Police and Fire Wellness update.

Items 4.-a. through 4.-i. were for information only and no action was required.

Shannon Hall made note of item 4.-i.

5. Late item(s):

Items to be listed under this section will be reported at the meeting.

With nothing further presented, the meeting adjourned at 9:46 a.m.

ATTEST:

APPROVED:

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

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