

**MINUTES**

**METROPOLITAN EMPLOYEE BENEFIT BOARD**

**November 1, 2011**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 1, 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.

Chair Edna Jones turned the meeting over to Vice-Chair Christine Bradley.

**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 October 4, 2011. With no corrections, nothing further was noted and Clyde Smith 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.

\*Denotes the arrival of Ann Butterworth.

Dr. Celia Goodson noted that there is a revised report for the Boards review. She reported to the Board that she recommends approval of the disability pension new requests, items 1 through 10, for the length of time as recommended, with the exception of deferral on item 2. Rita Roberts-Turner moved for approval of the recommendation to approve the disability pension new requests, items 1 through 10, for the length of time as recommended, with the exception of item 2. 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 11 through 19 for the length of time as recommended. Ann Butterworth moved for approval of the recommendation to continue the disability pension reexaminations, items 11 through 19 for the length of time as recommended. James Johnson seconded and the Board approved without objection.

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

Dr. Celia Goodson reported to the Board that she recommends deferral on item 21. Rita Roberts-Turner moved for approval of the recommendation to defer on item 21. 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.	JoAnne Alford	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (March 2012), with re-exam at that time.

**NEW REQUESTS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
2.	William B. Hitchcox	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was deferred.
3.	Robert C. Hooberry	Water Services	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (March 2012), with re-exam at that time.
4.	Ronnie L. London	Public Works	Medical	As moved, seconded and approved, this disability pension request was approved for one year, (November 2012), with re-exam at that time.
5.	Donald D. Richer	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (May 2012), with re-exam at that time.
6.	Carl W. Stocks	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (March 2012), with re-exam at that time.
7.	Gary R. Stone	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (March 2012), with re-exam at that time.
8.	Jeremy W. Stricklin	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (March 2012), with re-exam at that time.
9.	Lawrence Taylor, Jr.	Police	Medical	As moved, seconded and approved, this disability pension request was approved for six months, (May 2012), with re-exam at that time.
10.	Hal G. Van Metre	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (May 2012), with re-exam at that time.

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
11.	Michael W. Baltz	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (March 2012), with re-exam at that time.

**REEXAMINATIONS: (continued)**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Recommendation</b>
12.	Alisa C. Boone	Register of Deeds	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2012), with re-exam at that time.
13.	Sylvia S. Cobbins	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for three months, (February 2012), with re-exam at that time.
14.	Joseph O. Haywood	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (November 2012), with re-exam at that time.
15.	Janice K. Lewellen	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2012), with re-exam at that time.
16.	Alan B. Russell	General Services	Medical	As moved, seconded and approved, this disability pension was continued for one year, (November 2012), with re-exam at that time.
17.	Joe C. Spencer, Jr.	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (November 2012), with re-exam at that time.
18.	Ricky G. Weatherly	Public Works	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (May 2012), with re-exam at that time.
19.	Allan M. Welch	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (November 2012), with re-exam at that time.
20.	James T. Brannon	Metropolitan Nashville Public Schools	Medical	As moved seconded and approved, this individual was returned to work.
21.	Jozetta Shaw	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (December 2011).

**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 Social Security referrals. James Johnson seconded and the Board approved without objection.

**SOCIAL SECURITY REFERRALS:**

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	Deborah Berryhill	Police	Pension Approval	No	No	
2	Phyllis Boyd	Sheriff	Pension Approval	Yes	Yes	
3	Johnathan Collins	MAC	Pension Approval	No	No	
4	Melvin Curtis	Police	Pension Approval	Yes	Yes	
5	Vivian Dean	Health	Pension Approval	No	No	
6	Leonard Keeler	Police	Pension Approval	Yes	Yes	
7	David Vanderpool	Fire	Pension Approval	Yes	Yes	

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

B.R. Hall moved for approval of the service pensions as submitted. Ann Butterworth seconded and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Camella Higginbotham	MNPS	Manager II Food Svc	B	09/29/2011	12/01/2011
Faye J. Finney	MNPS	Admin Assistant	B	09/29/2011	10/31/2011
Michael P. Morrison	MNPS	School Bus Driver	B	09/29/2011	11/01/2011
James W. Warren	Sheriff	Program Manager	B	09/29/2011	11/01/2011
Michael E. Buntin	Parks	Recreation Leader	B	09/29/2011	12/31/2011
Edgar F. Hicks Jr.	Social Services	Homemaker	B	09/29/2011	11/05/2011
Bernard K. Riley	Water	Plumber	B	09/29/2011	10/28/2011
Brenda K. Gibson	Water	Office Support Rep 2	B	10/05/2011	11/10/2011
David P. Parker	Fire	Captain	B	10/05/2011	01/01/2012
Suzanne B. Parker	Circuit Ct Clerk	Deputy Clerk	B	10/05/2011	10/07/2011
Delores A. Knox-Johnson	Knowles	Social Work Tech	B	10/05/2011	10/28/2011
Geardean H. Johnson	MNPS	Bus Driver	B	10/05/2011	10/28/2011
Hussein M. Ahmad	MNPS	Laborer	B	10/07/2011	12/13/2011
Marshall A. Carter	Police	Police Op. Coord. 1	B	10/12/2011	02/01/2012
Terry H. Wills	Police	Sergeant	B	10/12/2011	11/01/2011
William H. Sweatt	Criminal Ct. Clerk	Deputy Crim. Ct. Clk 4	B	10/12/2011	10/12/2011
Mary A. Jetton	MNPS	Senior Secretary	B	10/12/2011	12/31/2011
Sandra J. Stanley	MNPS	Bus Monitor	B	10/12/2011	12/16/2011
Bettie J. Hoard *	General Hospital	Medical Transcriptionist	B	10/12/2011	01/01/2012
James T. Cole	Police	Police Officer 2	B	10/17/2011	11/15/2011
Norma D. Smith *	General Hospital	Dir. Disease Mgmt.	B	10/18/2011	09/01/2011
Lois P. Jones	MNPS	Bus Driver	B	10/19/2011	01/01/2012
Helen M. Burns	General Hospital	Unit Secretary	B	10/19/2011	01/04/2012
Gilbert R. Magee	Library	Program Specialist 2	B	10/19/2011	01/01/2012

**Service (continued)**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Michael L. Patterson	Fire	Firefighter 3	B	10/19/2011	11/01/2011
Clifford E. Chandler	MNPS	Bus Driver	B	10/19/2011	10/28/2011
James B. Cantrell	Codes	Comp. Insp. 2	B	10/19/2011	01/01/2012
Rebecca Walker *	MAC	Bus Driver	B	10/17/2011	01/01/2012

Ann Butterworth moved for approval of the disability to service conversions as submitted. Rita Roberts-Turner seconded and the Board approved without objection.

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Doris Cunningham	Tax Assessors	B	09/01/2011
Walter C. Campbell, Jr	Fire	A	10/01/2011
Janie R. Young	MNPS	A	10/01/2011
William B. Taylor	Police	A	10/01/2011
Shelia A. Brown	General Hospital	B	09/01/2011
Sharon J. Storey	Police-CV	A	10/01/2011
Linda S. Willeby	MNPS	B	09/01/2010
Donald T. Goldsberry	Police	A	10/01/2011
Jacqueline Gale	Fire	B	10/01/2011
David L. Leaver	Police	A	10/01/2011

Ann Butterworth moved for approval of the options elected as submitted. James Johnson seconded and the Board approved without objection.

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Berryman Jr, James E.	Police	P&F Service	B	10/1/2011	Option F	1
Blankenship, Catherine B.	Bordeaux	Service	B	9/10/2011	Normal	
Cain, Sue L.	Law	Service	A	10/1/2011	Option F	
Cobb, Donna F	MNPS	Early Service	B	9/23/2011	Normal	
Dillehay, Esker H	Water Services	P&F Service	B	9/23/2011	Option A	
Hale, Dorothy E.	Parks	Service	B	10/1/2011	Normal	
Lawrence Jr, Lewis J	Police	Early Service	B	9/24/2011	Normal	
Lawrence, Edward R.	State Trial Courts	Service	B	9/8/2011	Option B	
Mahan, John E.	Fire	P&F Service	A	9/15/2011	Option A	
Moore, Gary W	Fire	P&F Service	B	9/7/2011	Option A	3
Nelson, Paul W	Bordeaux	Service	B	10/1/2011	Option A	
Owens, James R.	Fire	P&F Service	B	9/29/2011	Option E	
Pardon, Effie M.	Bordeaux	Service	B	10/1/2011	Normal	
Pettibone, Linda H	MNPS	Early Service	B	9/24/2011	Normal	
Phillips, Michael	Public Works	Early Service	B	8/20/2011	Option D	
Pickle, Deborah Lynn	MNPS	Early Service	B	9/10/2011	Option F	
Rager, Helen P	MNPS	Service	B	9/7/2011	Option F	1
Swing, Marilyn S.	Metropolitan Clerk	Service	B	9/1/2011	Option E	
Tassey, Donald E	MNPS	Early Service	B	9/29/2011	Option A	
Torrence, David C.	Criminal Court Clerk	Early Service	B	7/16/2011	Option B	
Vance, Randall A	Fire	P&F Service	B	8/31/2011	Option E	1
Walters, Howard M.	Parks	Service	B	10/1/2011	Option E	
White, Debra Denise	MNPS	Early Service	B	9/2/2011	Normal	
Word, Shirley A.	Bordeaux	Early Service	B	8/27/2011	Normal	

Rita Roberts-Turner moved for approval of the survivor pensions as submitted. Ann Butterworth seconded and the Board approved without objection.

**Survivor**

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
Robert Wiseman	Human Resources	Gina Wiseman	B	09/22/2011
Lacey Barlow	MNPS	Joseph Barlow	B	09/24/2011
Gloria D Williams	Police	James Williams	B	09/29/2011
Cager Waggoner III	Water	Bernita Waggoner	B	10/06/2011
Jerry Covington	Police	Ellayne Covington	A	10/06/2011
Judge Leon Ruben	General Sessions Court	Sandi Ruben	B	10/07/2011
Louis Carruthers	General Services	Olivia Carruthers	Closed	10/09/2011

**BENEFIT BOARD ITEMS**

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

1. Cost of living adjustments for Division A and B pension plans.

Shannon Hall reported to the Board that cost of living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171. She stated that as a result of the 3.868% increase in the Consumer Price Index, an increase of 4.00% under Division A and 2.50% under Division B (both percentages rounded to the nearest one-half percent) should be granted to all retirees eligible to receive a cost of living increase beginning January 1, 2012.

B.R. Hall moved for approval of an increase of 4.00% under Division A and 2.50% under Division B for all retirees eligible to receive a cost of living increase beginning January 1, 2012. Ann Butterworth seconded and the Board approved without objection.

2. Benefit plan request for proposal (RFP) discussion.

Shannon Hall reported to the Board that as a follow up to discussions from the Study Session, the staff began exploring possible options regarding the medical plans for the 2013 plan year. She stated that after speaking with the Purchasing Division, they advised that given the nature, complexity, and unknown aspects related to the upcoming changes to the medical plans at this time, Metro has the option to extend the medical plan contracts for the 2013 plan year. Ms. Hall stated that extending these contracts will allow the Board, staff, and consultant additional time and resources to better understand the provisions and impact of Healthcare Reform and obtain the necessary guidance to draft a more accurate and comprehensive request for proposal for this core benefit that encompasses all the federal requirements.

Ann Butterworth moved for approval of extending the current contracts on the medical benefit plans. Clyde Smith seconded.

The Board discussed any costs and negotiations regarding the contract extensions.

Nicki Eke, Legal Department, noted that the contract extensions would have to be approved by Council.

There was clarification/discussion of obtaining approval from Council to allow negotiations for extension of the current contracts for up to two more years and the timeliness of doing so.

\*\*Denotes the arrival of G. Thomas Curtis.

A vote was taken on the motion to obtain approval from Council to allow negotiations for extension of the current contracts for up to two more years and was approved unanimously.

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. Blue Cross Blue Shield Access TN.

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

Shannon Hall made note it item 3.-d.

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.
- g. Pending litigations. (reported quarterly)
- h. Denial log from Alternative Service Concepts.

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

Shannon Hall made note it item 4.-f.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:49 a.m.

ATTEST:

APPROVED:

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

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