

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 6, 2011

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

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 November 1, 2011. With no corrections, nothing further was noted and Rita Roberts-Turner moved for approval. Christine Bradley seconded and the Board approved without objection.

*Denotes the arrival of G. Thomas Curtis.

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. Christine Bradley moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Thomas Curtis seconded and the Board approved without objection.

On the reexaminations, Dr. Celia Goodson noted revised re-exam dates for items 7, 9 and 10. She reported that she recommends approval for continuing the disability pension reexaminations, items 5 through 16 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, with revised re-exam as noted on items 5 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 she is requesting deferral on items 17 through 20 for one month. Christine Bradley moved for approval of the recommendation to defer on items 17 through 20. Ann Butterworth seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that she recommends approval of a return to work on item 21. Ann Butterworth moved for approval of the recommendation of return to work on item 21. Thomas Curtis seconded and the Board approved without objection.

Dr. Celia Goodson reported to the Board that item 22 is a request for an in line of duty disability pension, however, she is requesting that this disability pension request be referred to the In Line of Duty Committee. Clyde Smith moved for approval of referring item 22 to the In Line of Duty Committee. Thomas Curtis seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
1.	John H. Brown	Water	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (June 2012), with re-exam at that time.

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

NEW REQUESTS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
2.	William B. Hitchcox	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for four months, (April 2012), with re-exam at that time.
3.	Teresa R. Kemper	Juvenile Court	Medical	As moved, seconded and approved, this disability pension request was approved for four months, (April 2012), with re-exam at that time.
4.	Robert B. Richards	Police	In Line of Duty	As moved, seconded and approved, this disability pension request was approved for six months, (June 2012), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
5.	Karen T. Beadle	Health	Medical	As moved, seconded and approved, this disability pension was continued for six months, (June 2012), with re-exam at that time.
6.	Michael Bunch	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (April 2012), with re-exam at that time.
7.	Jose M. Diaz, Jr.	Police	In Line of Duty	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
8.	Joe E. Hurt, Jr.	Circuit Court	Medical	As moved, seconded and approved, this disability pension was continued for four months, (April 2012), with re-exam at that time.
9.	Billie A. Lassister	General Hospital	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
10.	Claudia L. Powell	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued without stipulation of scheduled re-exam.
11.	Kimberly L. Searcy	Health	In Line of Duty	As moved, seconded and approved, this disability pension was continued for six months, (June 2012), with re-exam at that time.

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
12.	Julie A. Sloan	Fire	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (December 2012), with re-exam at that time.
13.	Jackie P. Vaughn, Sr.	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension was continued for four months, (April 2012), with re-exam at that time.
14.	Andrea D. Whitelow	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension was continued for four months, (April 2012), with re-exam at that time.
15.	William D. Whitley	Police	Medical	As moved, seconded and approved, this disability pension was continued for one year, (December 2012), with re-exam at that time.
16.	Victoria R. Windoloski	Sheriff	In Line of Duty	As moved, seconded and approved, this disability pension was continued for one year, (December 2012), with re-exam at that time.
17.	William E. Dotson	General Services	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2012).
18.	Tiwana G. Lumpkin	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2012).
19.	Jozetta Shaw	Metropolitan Nashville Public Schools	Medical	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2012).
20.	Abdullah T. Sindy	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded and approved, this disability pension re-exam was deferred for one month, (January 2012).

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
21.	Dionna N. Wilson	General Sessions Court	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)

OTHER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Recommendation
22.	Howard Wright, Jr.	Parks		As moved, seconded and approved, this item was referred to the In Line of Duty Committee.

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. Rita Roberts-Turner seconded and the Board approved without objection.

Item	Name	Department	Review Originated From	Case Management Recommendation for Referral	CSME Recommendation for Referral	Comments
1	JoAnn Alford	MNPS	Pension Approval	Yes	Yes	
2	Michael Baltz	Fire	Pension Approval	No	No	
3	Joseph Haywood	Police	Pension Approval	No	No	
4	Robert Hooberry	Water	Pension Approval	Yes	Yes	
5	Janice Lewellen	MNPS	Pension Approval	Yes	Yes	
6	Ronnie London	Public Works	Pension Approval	Yes	Yes	
7	Donald Richer	Police	Pension Approval	No	No	
8	Alan Russell	General Services	Pension Approval	Yes	Yes	
9	Carl Stocks	Police	Pension Approval	Yes	Yes	
10	Gary Stone	MNPS	Pension Approval	Yes	Yes	
11	Hal Van Metre	Sheriff	Pension Approval	No	No	

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

Ann Butterworth moved for approval of the pensions. Christine Bradley seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date
Donald B. Walker	MNPS	Bus Driver	B	10/26/2011

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date
John D. Horstman	Water	Indus. Mechanic 2	B	10/27/2011
Denise M. Blair	General Hospital	Coord. Copy/Mailroom	B	10/27/2011
Fay F. Welch	Police	Admin Assistant	B	10/27/2011
Martha C. Choat	Parks	Concession Clerk 2	B	10/27/2011
Linda G. Ricketts	General Hospital	Buyer	B	11/02/2011
Joan L. Meredith	Bordeaux	Dir. Publ. Rel. Vol. Prog.	B	11/02/2011
Thomas W. Baker	Public Works	Equipment Operator 3	B	11/02/2011
Stephen F. Hargrove	Library	Property Guard 2	B	11/02/2011
Joe A. Edgens	MNPS	Ex. Dir. Facilities Op.	B	11/02/2011
Mary E. Eady	MNPS	Bus Driver	B	11/02/2011
David A. Norris	MNPS	Bus Driver	B	11/02/2011
David F. Read	Police	Police Officer 2	B	11/09/2011
Joseph D. Hyde Jr.	Water	Treatment Plant Shift Sup	B	11/09/2011
Raymond D. Bogle	Fire	Engineer	B	11/09/2011
William F. Baker	Fire	Captain	B	11/09/2011
Janet H. Townes *	Health	Public Health Nurse 4	A	11/09/2011
Regina L. Knight *	Juvenile Ct.	Typist Clerk 3	A	11/09/2011
Rene` J. Marcus	MNPS	Secretary/Bookkeeper	B	11/09/2011
Patrick L. Edwards	Finance	Finance Administrator	B	11/11/2011
Henry W. Woelk	Public Works	Equipment Operator 3	B	11/16/2011
Robert G. Golden	Water	Technical Spec. 1	B	11/16/2011
David R. Phillips	Library	Admin Svcs Officer 3	B	11/16/2011
Carolyn A. Dennis	MNPS	Gen School Asst	B	11/16/2011
Clarence C. Perry	MNPS	Technician-Electrician	B	11/16/2011
Nancy M. Biddix	MNPS	Special Ed. Asst.	B	11/16/2011
Vivian Johnson	Human Resources	Application Tech 3	B	11/18/2011
Loretta H. Bloodworth	MNPS	Cafeteria Assistant	B	11/21/2011
Larry J. Boyd	MNPS	Manager II Food Svc	B	11/21/2011
Donald E. Wooden	MNPS	School Bus Driver	B	11/21/2011
Evonne P. Dortch	MNPS	School Bus Driver	B	11/21/2011
Taranda L. Thompson	MNPS	School Bus Driver	B	11/21/2011
Henrietta Harden	General Hospital	Registered Nurse	B	11/21/2011
Alvie W. Williams	Parks	Maint & Repair Wrkr 3	B	11/21/2011

*deferred benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Larry A. Ewing	MNPS	B	10/01/2011
Cassandra McKissack	General Hospital	A	11/01/2011
LaVada Brown	General Hospital	B	05/01/2009

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	DROP Election
Baldassarre, Carolyn	MNPS	Service	B	11/1/2011	Option D	
Davenport, Judith B	Sheriff	Service	B	11/1/2011	Normal	
Debusk, Mitzi G	Planning Commission	Service	B	11/1/2011	Option E	
Dulin, Margaret O.	Bordeaux	Service	B	10/28/2011	Option A	
Finney, Faye J	MNPS	Service	B	11/1/2011	Option F	2
Frazier, Arlinda Lee	General Hospital	Service	B	10/14/2011	Normal	2
Frizzell, Sylvia D	MNPS	Service	B	10/8/2011	Normal	2

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
Gibson, Brenda K	Water Services	Service	B	10/22/2011	Option F	3
Greer, James R.	Public Works	Service	B	10/29/2011	Option A	
Griffin Iv, William P	Juvenile Court Clerk	Service	B	10/22/2011	Normal	
Grimes, William J.	Police	P&F Service	B	10/15/2011	Option E	3
Jones, Vickie L	Public Library	Service	B	11/1/2011	Option D	
Knox-Johnson, Delores	Knowles Home	Service	B	11/13/2011	Normal	3
Lain, Teresa L.	Public Works	Service	B	10/29/2011	Option F	2
Lathrope, Kevin G.	Fire	P&F Service	B	11/1/2011	Option E	3
Nicely, Donna D.	Public Library	Early Service	B	10/29/2011	Option F	
Odom, Julia A	MNPS	Service	B	11/1/2011	Option F	
Padgett, Susan J	MNPS	Early Service	A	10/1/2011	Normal	
Parker, Suzanne B.	Circuit Court Clerk	Service	B	10/13/2011	Normal	
Patterson, Michael L	Fire	P&F Service	B	11/1/2011	Option F	3
Riley, Bernard K	Water Services	Early Service	B	10/29/2011	Option E	
Settles, Mildred S	MNPS	Service	B	10/29/2011	Normal	3
Shimmin, Janice M	Parks	Service	B	10/6/2011	Option B	
Smith, Norma Dean	General Hospital	Service	B	9/1/2011	Normal	
Sweatt, William H	Criminal Court Clerk	Service	B	10/1/2011	Normal	3

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

Drop Elections

1 - 1 year drop
 2 - 2 year drop
 3 - 3 year drop

Survivor

Employee Name	Department	Survivor Name	Plan Membership	Effective Date
James Runnells	Public Works	Carr Fae Runnells	A	10/30/2011
Mary Rushing	BOE	John Rushing Sr.	B	10/30/2011
Horace Manor	Traffic	Frances Manor	Closed	11/01/2011
Earnest Robinson	BOE	Lena Robinson	B	10/22/2011
Paul Nelson	Hospital	Linda Nelson	B	11/02/2011
Johnny Hargis	Codes	Gayle Hargis	B	11/07/2011
Gordon McGuire	Police	Priscilla McGuire	B	11/14/2011
Timothy Farmer	Public Works	Vickie Farmer	A	11/18/2011
Gaston Todd	Fire	Glenna Todd	Closed	11/20/2011
Willy Walker	Fire	Linda Walker	B	11/20/2011

BENEFIT BOARD ITEMS

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

1. Annual enrollment overview.

Ginger Hall reviewed the results from annual enrollment with the Board.

There was some discussion of the increase with the Blue Advantage plan and educating individuals about that plan.

2. Election of Metropolitan Employee Benefit Board Chair and Vice Chair for 2012.

Shannon Hall reviewed the procedures to conduct the election of Chair and Vice-Chair for 2012 and opened the floor to nominations.

B.R. Hall nominated Edna Jones for Metropolitan Employee Benefit Board Chair for 2012.

Ann Butterworth moved to retain the current Chair and Vice-Chair for 2012.

It was noted that the election has to be conducted procedurally.

Clyde Smith moved that nominations cease.

Ann Butterworth nominated Christine Bradley for Metropolitan Employee Benefit Board Vice-Chair for 2012.

A vote was taken on the nomination for Chair and Edna Jones was elected Chair for the Metropolitan Employee Benefit Board for 2012 and Christine Bradley will serve as Vice-Chair.

3. 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 Friday, November 4, 2011 to deliberate on 3 self-insured Cigna Choice Fund plan appeals and the minutes from this meeting are attached for approval. She stated that the Committee deferred action on one of the Cigna Choice Fund plan appeals and requested additional information, but the Committee does have two recommendations.

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 November 4, 2011. With no corrections, nothing further was noted and Rita Roberts-Turner moved for approval of the Medical and Life Committee minutes. Charles Clariday seconded and the Board approved without objection.

Shannon Hall reported that on Committee item 1, the Cigna Choice Fund plan appeal regarding the denial of additional residential treatment days, the Committee recommends the Board cover the additional inpatient residential days for this case only as the facility deemed it medically necessary for this particular member. Clyde Smith moved for approval of the recommendation to cover the additional inpatient residential days for this case only as the facility deemed it medically necessary for this particular member. Christine Bradley seconded.

After some discussion of the course of treatment and medical necessity, a vote was taken and the Board approved with James Johnson, Richard Riebeling and Christine Bradley opposed.

Shannon Hall reported that on Committee item 2, the Cigna Choice Fund plan appeal regarding the denial of lumbar spinal fusion, the Committee recommends that the Board cover the procedure recommended by the treating physician if the member meets the 6-month guidelines on conservative treatment. Clyde Smith moved for approval of the recommendation to cover the procedure recommended by the treating physician if the member meets the 6-month guidelines on conservative treatment. B.R. Hall seconded and the Board approved without objection.

4. In Line of Duty Committee report: Chair: Clyde D. Smith; Vice-Chair: Christine Bradley; Members: Charles Clariday and Richard Riebeling. Alternate members: B.R. Hall, Sr. and Rita Roberts-Turner)

Shannon Hall reported to the Board that the In Line of Duty Committee met on Thursday, November 10, 2011 to deliberate on IOD medical cards and 14 IOD medical care requests and the minutes from this meeting are attached for approval. She stated that the Committee deferred action on several items pending additional information, but also has recommendations for the Board.

4. In Line of Duty Committee report: (continued)

Committee Chair Clyde Smith asked if there were any amendments, corrections or questions of the minutes from the In Line of Duty Committee meeting held on November 10, 2011. With no corrections, nothing further was noted and B.R. Hall moved for approval of the Medical and Life Committee minutes. Charles Clariday seconded and the Board approved without objection.

Edna Jones noted that a request has been made on Committee item 7, the IOD medical care request from the Fire Department, to refer it back to the Committee pending additional information from the Fire Department. Charles Clariday moved to refer Committee item 7 back to the Committee pending additional information. B.R. Hall seconded and the Board approved without objection.

Shannon Hall reported that on Committee item 1, the IOD medical cards, the Committee recommends that the Board approve issuance of the IOD medical cards. Charles Clariday moved for approval of issuance of the IOD medical cards. B.R. Hall seconded.

After discussion of costs and a reporting mechanism for the cards, the motion was amended to report back after issuance of 3,000 cards or six months, whichever is earlier. A vote was taken on the motion and was approved without objection.

**Denotes Rita Roberts-Turner leaving the meeting.

Shannon Hall reported that on Committee items 9, 10, 14, and 15, IOD medical care requests from the Police Department, the department disagreed with ASC's initial determination to cover as IOD compensable based on the reporting timeframes of these claims. She stated that based on legal guidance regarding longer timeframes to file IOD medical care claims, the Committee chose to take these items together. She stated that on the IOD medical care requests from the Police Department, the Committee recommends that the Board uphold the initial determinations to cover as IOD compensable for these claims. Clyde Smith moved to uphold the initial determinations to cover as IOD compensable for these claims. Christine Bradley seconded and the Board approved without objection.

Shannon Hall reported that on Committee item 11, the IOD medical care request from the Fire Department, the Committee recommends that the Board uphold the initial denial determination for this claim. Richard Riebeling moved to uphold the initial denial determination for this claim. Ann Butterworth seconded and the Board approved without objection.

Shannon Hall reported that on Committee item 12, the IOD medical care request from the Parks Department, the Committee recommends that the Board cover this claim as IOD compensable. Clyde Smith moved to cover this claim as IOD compensable. B.R. Hall seconded and the Board approved without objection.

Shannon Hall reported that on Committee item 13, the IOD medical care request from the Fire Department, the Committee recommends that the Board cover the tendon tear as IOD compensable for this claim. Clyde Smith moved to cover the tendon tear as IOD compensable for this claim. B.R. Hall seconded.

After clarification on the issue of the tendon tear being compensable, a vote was taken on the motion and was approved unanimously by the Board.

5. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.
- c. Utilization report from Alternative Service Concepts. (reported quarterly)
- d. Privacy incident – Cigna.
- e. Annual report to Council.

Items 5.- a. through 5.-e. were for information only and no action was required.

5. Correspondence: (continued)

Shannon Hall made note of items 5.-d. and 5.-e.

6. 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.
- h. Denial log from Alternative Service Concepts.
- i. Police and Fire Wellness update.

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

Shannon Hall made note of items 6.-g. and 6.-i.

7. Late item(s):

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

With nothing further presented, the meeting adjourned at 10:08 a.m.

ATTEST:

APPROVED:

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

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