

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 7, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, January 7, 2025 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Edna J. Jones; Members: Kevin Crumbo, G. Thomas Curtis, Harold W. Finch, II, Gilbert Gonzales, B.R. Hall, Sr., Shannon B. Hall, and Robert Weaver.

Vice Chair: Christy Pruitt-Haynes and Jonathan Puckett were unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, Metro Legal Department and Dr. Kenton Dodd, 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 December 3, 2024. With no corrections, nothing further was noted and B.R. Hall moved for approval. Robert Weaver seconded, and the Board approved without objection.

B. APPEAL ANNOUNCEMENT:

Christina Hickey 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 approvals/referrals)

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

Dr. Kenton Dodd, Civil Service Medical Examiner, (CSME), and Hannah Robinson, CSME Assistant, reviewed the disability pensions with the Board.

It was suggested to take item 9 separately and it was noted that item 12 was withdrawn.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 8, 10, and 11 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new requests, items 1 through 8, 10 and 11 for the length of time as recommended. Harold Finch seconded.

There was some discussion regarding item 3 and the injury on duty, the physicians statement removing him from all work despite the sparse medical information to support the request and the additional medical information on items 4 and 7 not changing the recommendation.

There was also some discussion of the post-traumatic stress disorder, (PTSD) claims related to the state law.

A vote was taken on the motion to approve the disability pension new requests, items 1 through 8, 10 and 11 for the length of time as recommended and the Board approved without objection.

The employee was present for item 9.

Byron Grizzle, Sheriff's Office was also present.

The employee addressed the Board regarding the request.

Byron Grizzle stated they will support whatever the Board can do in this case. He stated that the injury has been lingering and there has been some question regarding causation which led to the discovery of the cancer and the treatment for the injury on duty ceased.

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

There was some discussion of the current disabling condition not being the job-related component, the medical and injury on duty pensions being the same amount, one is taxable and the other is not, and a prior case similar to this one.

There was some discussion regarding approving this as a medical disability pension and then switching to injury on duty if the treatment is successful and is medically cured and he is still disabled because of the injury on duty.

Dr. Kenton Dodd reviewed the medical record and stated that medically he cannot differentiate the symptoms because it is in the exact area.

Kevin Crumbo moved for approval of item 9 as injury on duty for the length of time as recommended. B.R. Hall seconded and the Board approved with Shannon Hall opposed.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 13 and 14 for the length of time as recommended. Harold Finch moved for approval of the recommendation to continue the disability pension reexaminations, items 13 and 14 for the length of time as recommended. Tom Curtis seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 15 he requests a deferral for two months. Robert Weaver moved for approval of the request to defer item 15 for two months. Tom Curtis seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Chad D. Barnes	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (January 2026), with re-exam at that time.
2.	Jadia L. Burns	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one year, (January 2026), with re-exam at that time.
3.	Jesse T. Downs, Sr.	Water	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for four months, (May 2025), with re-exam at that time.
4.	Carlene G. Goolsby	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for five months, (June 2025), with re-exam at that time.
5.	Justin T. Hays	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (September 2025), with re-exam at that time.

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

6.	Timothy B. Lee	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (September 2025), with re-exam at that time.
7.	Alfreda M. Miguel	Library	Medical	As moved, seconded, and approved, this disability pension request was approved for three months, (April 2025), with re-exam at that time.
8.	Connor A. Thompson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (July 2025), with re-exam at that time.
9.	Corey T. Toney	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
10.	Jackie A. Vanatta	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for two years, (January 2027), with re-exam at that time.
11.	Gabriela Woods	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (August 2025), with re-exam at that time.
12.	Shellia A. Kirkendoll	Health	Medical	This request was withdrawn by the employee.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Quinta D. Sanders	Metro Action Commission	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (January 2027), with re-exam at that time.
14.	Amira Selmanovic	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (January 2027), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Paula C. Barnes	Police	Medical	As moved, seconded, and approved, this disability pension was deferred for two months, (March 2025), with re-exam at that time.

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

SOCIAL SECURITY REFERRALS:

Dr. Kenton Dodd reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals.

Shannon Hall moved for approval of the referrals. Robert Weaver seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Barnes, Chad D.	MNPS	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 6.03
2	James, Deborah J.	MNPS	Pension Approval	Yes	Yes	Evaluation
3	Littles, Christopher W.	Police	Pension Approval	Yes	Yes	Evaluation
4	Toney, Corey T.	Sheriff	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.11A

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Robert Weaver moved for approval of the pensions. Kevin Crumbo seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
David Wilder *	Police	Police Officer 2	B	11/27/2024	11/01/2024
William Mackall	Police	Police Lieutenant	B	11/21/2024	12/28/2024
Russell Hall	General Services	Admin Svcs Mgr	B	11/27/2024	12/31/2024
Ronnie Perkins	County Clerk	Admin Svcs Officer 2	B	11/22/2024	11/14/2024
Yolanda Gooch	MNPS	DRIVER - BUS	B	12/11/2024	02/20/2025
Pamela Ferraro	MNPS	SECRETARY/CLERK	B	11/21/2024	01/07/2025
Timothy Rowland	Codes Administration	Combination Codes Inspector	B	12/04/2024	02/05/2025
Joe Carr	Finance	Procurement Officer	B	11/19/2024	01/04/2025
Mary Meikrantz	Election Commission	Admin Svcs Officer 3	B	12/04/2024	12/30/2024
Roy Faircloth Jr	Metro Action Commission	Parent Engagement Specialist-M	B	10/23/2024	11/01/2024
James Swack	Juvenile Court	Ct Admin	B	11/29/2024	02/10/2025
Tangia Bryant	Parks	Recreation Leader	B	11/27/2024	12/31/2024
Lisa Earls	Water Services	Cust Svc Supv	B	11/21/2024	12/01/2024
Sandra Higgins	MNPS	Para-Pro Ex Ed One to One	B	09/29/2024	08/08/2024
Jamie Matthews	MNPS	PARA PRO - EX ED PREK BLENDED	B	10/29/2024	11/19/2024
Ronald Parkinson *	Circuit Court Satellite	Deputy Clerk Class 1	B	11/11/2024	08/01/2019
Mary Haslerig *	Health	Office Support Rep Sr	B	11/21/2024	01/01/2025
Yvette Robinson *	Office of Family Safety	Domestic Vio Victim Adv-MO	B	11/16/2024	11/01/2024
Charles Hall Jr *	MNPS	CUSTODIAN - SR	B	11/27/2024	09/01/2024
Deborah Kimball *	Bordeaux Long Term Care	Dir Of Admin Svcs	A	10/30/2024	05/01/2019
Melanie Officer *	Health	Office Support Rep 3	B	10/16/2024	12/01/2024
Norris Johnson *	MNPS	CUSTODIAN - SR	B	11/19/2024	01/01/2025
Karen Ladefoged *	District Attorney	Asst District Attorney	B	11/13/2024	10/01/2024
Terri Golden *	Sheriff	Case Worker 2	B	11/03/2024	11/01/2024
Yannick Deslauriers *	Police	Police Officer 2	B	10/30/2024	12/01/2024
Sandra Jones *	Caring for Children	Program Spec 3	B	11/05/2024	10/01/2017

*Deferred benefit

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Disability to service – None to report

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Brett Gipson	Police	P&F Service Pen With Option	B	12/01/2024	Option E	
Ralph Griggers	Police	P&F Service Pen With Option	B	11/02/2024	Option B	3
Richard Scott	MNPS	Service Without Option	B	10/16/2024	Normal	
Gregory Burgess	Fire	P&F Service Pen With Option	B	10/18/2024	Option E	3
Joe Haney	Fire	P&F Service Pen Without Option	B	10/30/2024	Normal	3
Jerry Ham	Codes Administration	Service With Option	B	11/09/2024	Option A	
Bobbie Pinkleton	General Services	Early Service Without Option	B	11/01/2024	Normal	
Cheryl McCreynolds	Sheriff	Service Without Option	B	11/02/2024	Normal	1
Gill Wright Iii	Health	Service With Option	B	11/02/2024	Option F	
Michael Tindzley	Water Services	Service Without Option	B	11/13/2024	Normal	
James Ligon	MNPS	Service With Option	B	11/02/2024	Option B	
Ronnie Perkins	County Clerk	Service Without Option	B	11/14/2024	Normal	
Gary Hall	Codes Administration	Service With Option	B	11/09/2024	Option A	
Mark Sturtevant	Planning Commission	Service Without Option	B	11/09/2024	Normal	
Corey Mullins	Police	P&F Service Pen With Option	B	11/02/2024	Option E	
Robert Pedigo	MNPS	Service With Option	B	11/02/2024	Option E	
Lagina Osborne	MNPS	Service Without Option	B	11/01/2024	Normal	
Robert Gault	Sheriff	P&F Service Pen With Option	B	11/02/2024	Option A	
John Anderson	Sheriff	Service With Option	B	11/08/2024	Option B	
Mark Hutchison-Roberts	Emergency Communication Center	P&F Service Pen With Option	B	11/07/2024	Option A	
Roy Faircloth Jr	Metro Action Commission	Service With Option	B	11/01/2024	Option A	
Larry Stewart	Emergency Communication Center	Early Service With Option	B	11/09/2024	Option E	
Cynthia Croom	Metro Action Commission	Service With Option	B	11/02/2024	Option B	
Betty Davidson	State Trial Courts	Service With Option	B	02/17/2024	Option B	
Sandra Higgins	MNPS	Service With Option	B	08/06/2024	Option D	
Glenda Yarbrough	MNPS	Service With Option	B	01/01/2024	Option B	
Yvette Robinson	Office of Family Safety	Service With Option	B	11/01/2024	Option E	
Monica Simmons	MNPS	Service With Option	B	12/01/2024	Option D	
Beverly Mcmillion	Metro Action Commission	Service Without Option	B	12/01/2024	Normal	
Erika Shaw	General Hospital	Service With Option	B	12/01/2024	Option F	
Adriana Larios	Public Library	Service Without Option	B	12/01/2024	Normal	
Percy Fowlkes Iii	Sheriff	Service With Option	B	11/01/2024	Option A	
Reginald Coopwood	General Hospital	Service With Option	B	01/01/2024	Option A	
Sherrie McCormac	Public Library	Service Without Option	B	01/01/2024	Normal	
Milton Sanders	Parks	Service Without Option	B	01/01/2024	Normal	
Mary Koellein	Water Services	Service With Option	B	10/01/2024	Option B	
Sandra Jones	Caring for Children	Service With Option	B	01/01/2024	Option E	
Mitzi Martin	Finance	Service Without Option	B	11/01/2024	Normal	

<u>Key Codes</u>	
<u>Options</u>	<u>Drop Elections</u>
Normal Form - life annuity, no payments guaranteed	1 - 1 year drop
Option A - Joint and 100% to Survivor	2 - 2 year drop
Option B - Joint and 50% to Survivor	3 - 3 year drop
Option C - Level Social Security option	
Option D - Life Income, 120 payments guaranteed	
Option E - Joint and 100% to Survivor with popup	
Option F - Joint and 50% to Survivor with popup	

QDRO

Employee	Department	Plan A/B	Case Type
Lukas Cantrell	Police	B	Non-Pensioner
Scott Roberts	Sheriff	B	Non-Pensioner

D. PENSIONS: (service, disability to service, options elected, qualified domestic relations orders, (QDRO's), and survivor)

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Toney Moore	Public Works	Tammy Moore	B	11/10/2024
Robert Ramsey	Police	Jewel Ramsey	A	11/27/2024
Margaret Abbott	Trustee	Michael Abbott	B	12/04/2024
William Basham	Fire	Susan Basham	B	11/25/2024
Robert Gropp	Fire	Linda Group	Closed	11/24/2024
Roy Mabry	Fire	Connie Mabry	B	12/11/2024
Thomas Cathey	Police	Carol Cathey	Closed	11/20/2024

BENEFIT BOARD ITEMS

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

1. Public Comment Period.

A maximum of 10 persons who write their names on the sign-up sheet provided at the meeting will be allowed to comment on matters that are germane to items on the Agenda. Comments are limited to a maximum of two (2) minutes per person. To provide comment, you must sign up prior to the end of Item D on the Agenda.

There were no public comments.

2. In line of duty death benefit for Charles R. Pytlewski.

Christina Hickey reported to the Board that Charles R. Pytlewski was an active employee classified as a Police Sergeant with the Metropolitan Nashville Police Department and died on April 22, 2024 of cardiac hypertrophy according to the death certificate. She stated that under the benefit system, Mr. Pytlewski's beneficiaries are entitled to the basic term life insurance benefit which has been processed and Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Mr. Pytlewski's estate. She stated this request is now being made on behalf of his beneficiary, Ashley Hayes. Ms. Hickey stated that in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, a copy of the death certificate and the 101 form on file for the deceased has been provided and the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

Robert Weaver moved for approval of the in line of duty death benefit for Charles Pytlewski. B.R. Hall seconded, and the Board approved without objection.

3. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer and Janel Donaldson, Human Resources staff, were available for any questions.

B.R. Hall moved to accept the report and have the individual's disability pensions adjusted accordingly. Kevin Crumbo seconded, and the Board approved without objection.

4. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.

Item 4.-a. was for information only.

5. Reports for your information:

- a. Social Security approvals.
- b. Repayment of pension contributions.
- c. Denial log from Davies.
- d. 2025 Annual Enrollment overview.
- e. Accomplishments for 2024.

Items 5.-a. through 5.-e. were for information only.

Ginger Hall, Human Resources Assistant Director, reviewed items 5.- d. and 5.- e. with the Board.

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:12 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board