

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 4, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 4, 2025 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:36 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christy Pruitt-Haynes; Members: Harold W. Finch, II, Gilbert Gonzales, B.R. Hall, Sr., Shannon B. Hall, Jonathan Puckett, Jenneen Reed and Robert Weaver.

Member G. Thomas Curtis was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Courtney Mohan, 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 January 7, 2025. With one correction, nothing further was noted and Jonathan Puckett 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 Claire Wells, CSME Assistant, reviewed the disability pensions with the Board.

It was noted that there are two late items.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 4, for the length of time as recommended. Harold Finch moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

The employee was present for item 5 and addressed the Board regarding the request and her condition.

Dr. Kenton Dodd reported to the Board that on item 5 he recommends a denial based on the job description and the conditions having no effect on her ability to perform her duties.

Christina Hickey noted that additional medical information was presented on this item.

Harold Finch moved to accept the recommendation to deny item 5. Jenneen Reed seconded.

After some discussion of the medical record not speaking to the impairments as they were documented on the physician's health statement, the likelihood of improvement, accommodations and eligibility for a service pension, a vote was taken on the motion to deny the disability pension new request item 5 and the Board approved with Edna Jones, Christy Pruitt-Haynes, Shannon Hall, Harold Finch, and Jenneen Reeves in favor and Gilbert Gonzales, Jonathan Puckett, B.R. Hall and Robert Weaver opposed.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 7 through 11 for the length of time as recommended.

It was suggested that item 6 be discussed separately.

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

B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 11 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination, item 6 for the length of time as recommended. He also stated that the treating physician has indicated no expected improvement of the condition and that it is permanent, therefore he recommends without stipulation of reexam.

There was some discussion of the age of the disability pensioner, what exacerbates the condition and there not being new options available regarding armor and changing the reexam date.

After some discussion that there has not been any substantial changes with body armor in over 20 years, the Board having the right to review at any time and other positions for the individual, Shannon Hall moved for approval to continue the disability pension reexam item 6 for five years. Christy Pruitt-Haynes seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on items 12 and 13, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 12 and 13 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 14 he recommends approval of return to work.

Jamie Summers, Fire Department, stated that they are prepared to return him to work, however, he was in the academy and was in the process of transitioning to the fire side and there is not a class at this time.

After some discussion of the 60-day requirement and there not being a civilian position in the interim, Shannon Hall moved to defer item 14 for three months. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, late item 1 as medical for the length of time as recommended.

The employee was present.

Jamie Summers, Fire Department was present.

After some discussion of what will happen procedurally if there is a compensable injury on duty, Harold Finch moved for approval of the recommendation to approve the disability pension new request, late item 1 as medical for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, late item 2 for the length of time as recommended. Shannon Hall moved for approval of the recommendation to approve the disability pension new request, late item 2 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Richard L. Ellington	Parks	Medical	As moved, seconded, and approved, this disability pension request was approved for eight months, (October 2025), with re-exam at that time.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	James E. Gupton, Jr.	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved for eight months, (October 2025), with re-exam at that time.
3.	Amanda C. McKell	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (September 2025), with re-exam at that time.
4.	Kendall B. Murphy	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (September 2025), with re-exam at that time.
5.	Larissa L. Burdette	State Trial Courts	Medical	As moved, seconded, and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Donovan J. Coble	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for five years, (February 2030), with re-exam at that time.
7.	Joshua W. Culwell	Department of Emergency Communications	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (February 2027), with re-exam at that time.
8.	Brian A. Jackson	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (February 2027), with re-exam at that time.
9.	Joshua T. Jent	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (August 2025), with re-exam at that time.
10.	Jason S. Ratliff	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (February 2026), with re-exam at that time.
11.	Joey B. Workman	County Clerk's Office	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (February 2026), with re-exam at that time.

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

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	LaTroy D. Boseman	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (March 2025), with re-exam at that time.
13.	Michael W. Mundy	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (April 2025), with re-exam at that time.

RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Benyahmen D. Shelton	Fire	In Line of Duty	As moved, seconded, and approved, this return-to-work was deferred.

LATE ITEMS – NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Natalie L. Duffield	Fire	Medical	As moved, seconded, and approved, this disability pension was approved for six months, (August 2025), with re-exam at that time.
2.	Christopher D. Oliver	Water	Medical	As moved, seconded, and approved, this disability pension was approved for six months, (August 2025), with re-exam at that time.

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.

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

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME	Comments
1	Goolsby, Carlene G.	MNPS	Pension Approval	Yes	Yes	Likely to Meet SSA Guidelines
2	Miguel, Alfreda M.	Library	Pension Approval	Yes	Yes	Evaluation
3	Vanatta, Jackie A.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 6.03

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

B.R. Hall moved for approval of the pensions. Robert Weaver seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Michael Dioguardi *	Police	Police Sergeant	B	12/12/2024	02/01/2020
Jamie Auerweck	Public Library	Office Support Rep	B	01/22/2025	02/28/2025
Frederick Heiman Jr	Police	Police Officer 2	B	01/22/2025	02/07/2025
Llany Romine	MNPS	Assoc Classroom	B	12/18/2024	01/10/2025
Sharon Schreck	MNPS	MGR - FOOD SERVICE IV	B	01/15/2025	01/29/2025
Pamela Lynch	Health	Seasonal/Part-time/Temporary	B	12/18/2024	12/21/2024
Cynthia Milligan	Circuit Court Satellite	Satellite position	B	12/31/2024	03/07/2025
Laurie Lyons	Health	Finance Officer	B	01/08/2025	04/26/2025
James Dickerson	Charter	CHARTER - SUPPORT	B	01/06/2025	01/08/2025
James Dickerson	Charter	CHARTER - SUPPORT	B	01/06/2025	01/08/2025
Dorothy Willis	MNPS	TECH - ACCTG NUTR SERV I	B	12/12/2024	01/03/2025
Willie Cripps Jr	Circuit Court Satellite	Satellite position	B	12/19/2024	01/31/2025
Jon Burns	Public Works	Maint & Repair Supv	B	01/02/2025	02/01/2025
Troy Johnson	Parks	Maintenance & Repair Leader	B	01/15/2025	05/23/2025
Terri Newsom	Metro Action Commission	PF& Comm Engagement Adv II-MAC	B	12/09/2024	01/01/2025
Ralph Thoman	Parks	Masonry Worker	B	12/12/2024	12/09/2024
David Rayburn	Public Works	Maintenance & Repair Worker	B	12/17/2024	12/28/2024
Barry Ellis	Fire	Fire Captain	B	12/17/2024	12/31/2024
Scott Redlinger	Fire	Fire Engineer	B	01/07/2025	01/03/2025
Patricia Finney	Finance	Finance Admin	B	01/08/2025	03/01/2025
Martha Bickley	Health	Administrative Spec-Health	B	01/08/2025	02/06/2025
HDonald Barnes Jr	Police	Police Sergeant	B	12/12/2024	12/18/2024
Michael Atchison	Water Services	Technical Specialist 2	B	12/16/2024	02/15/2025
Audie Shields *	Knowles Home	Driver	B	09/11/2024	02/01/2024
Tanga Russell *	Metro Action Commission	Teachers Asst - MAC	B	12/03/2024	11/01/2023
Linda Jordan *	Sheriff	Correctional Officer 2	B	11/20/2024	11/01/2015
William Evans Jr *	Sheriff	Office Support Rep 2	B	06/18/2024	07/01/2024
Saleem Kasim *	MNPS	WORKER - CUSTODIAL	B	12/12/2024	09/01/2024
Sara Turner *	MNPS	CUSTODIAN - SR	B	12/10/2024	04/01/2024
Wanda Ware *	MNPS	Substitute Support	B	12/31/2024	02/01/2025

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Kimberly Towers	Police	B	01/01/2025
Randy Smith	Public Library	B	01/01/2025
Aaron Hunt	Fire	B	10/01/2024
Lawrence Taylor Jr	Police	B	01/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Michael Dioguardi	Police	P&F Service Pen Without Option	B	01/01/2025	Normal	
Lisa Tomberlain	Water Services	Early Service Without Option	B	01/01/2025	Normal	
Vicky Cotten	MNPS	Service With Option	B	01/01/2025	Option B	
William Walker	MNPS	Service With Option	B	01/01/2025	Option A	
Donna Rule	MNPS	Service Without Option	B	01/01/2025	Normal	
Pamela Lynch	Health	Service Without Option	B	12/21/2024	Normal	
Joe Ann Carr	Finance	Service Without Option	B	01/04/2025	Normal	
Donna Gray	Convention Center Authority	Qdro Alternate Payee	B	01/01/2025	Option D	
Rodney Knott	Public Works	Early Service Without Option	B	01/01/2025	Normal	
Billy Reagon	Health	Service With Option	B	01/01/2025	Option D	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Gary Privette	Justice Integration Services	Service Without Option	B	01/01/2025	Normal	
Beverly Woodard	Assessor of Property	Service With Option	B	01/01/2025	Option F	
Wanda Garrett	Metro Action Commission	Early Service Without Option	B	11/30/2024	Normal	
Tonya Mcdaniel	General Hospital	Service With Option	B	01/01/2025	Option B	1
Ralph Thoman	Parks	Service With Option	B	01/04/2025	Option A	
Ralph Thoman	Parks	Service With Option	B	01/04/2025	Option A	
Jamie Matthews	MNPS	Service Without Option	B	01/01/2025	Normal	
Leslie Worley	General Services	Service Without Option	B	01/01/2025	Normal	
Lorita Marsh	Police	Service Without Option	B	01/01/2025	Normal	3
Barry Ellis	Fire	P&F Service Pen With Option	B	01/01/2025	Option E	3
Robert Monast	Fire	P&F Service Pen With Option	B	01/01/2025	Option A	3
William Gordon Iii	Justice Integration Services	Service With Option	B	01/01/2025	Option A	
Jeffrey Young	Fire	P&F Service Pen With Option	B	01/01/2025	Option A	
Russell Hall	General Services	Service With Option	B	01/01/2025	Option A	3
William Mackall	Police	P&F Service Pen With Option	B	01/01/2025	Option F	3
Jeanine Sarno	Police	P&F Service Pen Without Option	B	01/01/2025	Normal	
Carl Fieth	Public Library	Service With Option	B	01/01/2025	Option E	
Arnold Rickert	Police	P&F Service Pen With Option	B	01/01/2025	Option E	3
Scott Roberts	Sheriff	Service With Option	B	01/01/2025	Option E	
Michael Barrett	Water Services	Service Without Option	B	01/01/2025	Normal	
Christine Irizarry	Public Library	Service Without Option	B	01/01/2025	Normal	
Patsy Stephens	Election Commission	Service Without Option	B	01/01/2025	Normal	
Karen Ladefoged	District Attorney	Service Without Option	B	01/01/2025	Normal	
Dorcas Sheffield-Curry	NCAC	Service With Option	B	01/01/2025	Option A	
Terri Golden	Sheriff	Service Without Option	B	01/01/2025	Normal	
Linda Jordan	Sheriff	Service Without Option	B	01/01/2025	Normal	
Yannick Deslauriers	Police	Service With Option	B	01/01/2025	Option A	
Suzanne Montgomery	Social Services	Service Without Option	B	01/02/2025	Normal	
David Wilder	Police	P&F Service Pen With Option	B	01/01/2025	Option A	
Lynette Schnick	Fire	Service With Option	B	01/01/2025	Option A	
Norris Johnson	MNPS	Service Without Option	B	01/02/2025	Normal	
Melanie Officer	Health	Service With Option	B	01/01/2025	Option D	
Charles Hall Jr	MNPS	Service Without Option	B	01/01/2025	Normal	
Saleem Kasim	MNPS	Service Without Option	B	01/01/2025	Normal	
Sara Turner	MNPS	Service Without Option	B	01/01/2025	Normal	
Mary Haslerig	Bordeaux Long Term Care	Service Without Option	B	01/02/2025	Normal	
Miriam Parsley	MNPS	Service With Option	B	01/01/2025	Option F	
Ronald Parkinson	Circuit Court Satellite	Service With Option	B	01/01/2025	Option A	

Key Codes	
Options	Drop Elections
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 – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Beverly Logston	Election Commission	Hernon Logston	B	12/26/2024
Howell Lehnig	County Clerk	Carolyn Lenhing	B	12/28/2024
Robert Paslay	Planning	Ottie Paslay	A	12/29/2024

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

Survivor (continued)

Employee	Department	Survivor Name	Plan A/B	Effective Date
Edward Tant	Fire	Paula Tant	B	12/20/2024
Mary Graves	Bordeaux Long Term Care	Robert Graves	B	01/17/2025
Daryl Hawkins	General Services	Tammye Hawkins	B	12/27/2024
Bettie Scarborough	Police	Ellen Tewes	B	01/14/2025
Barbara Green	District Attorney's Office	Herbert Elvis Green	A	12/14/2024

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. Pension plan valuation – final results.

Christina Hickey reported to the Board that USI will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, USI, gave a summary of the experience study and valuation results. He reviewed the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions, existing gains, and losses. He reviewed a summary of the calculation of the recommended contribution rate of 13.550%.

****Denotes Gilbert Gonzales leaving the meeting.**

Jenneen Reed moved for approval of a contribution rate of 13.550%. Jonathan Puckett seconded, and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

Items 3.-a. and 3.-b. were for information only.

At this time, Christina Hickey went back to approval of the minutes due to a typo showing which pension plan two survivors are listed under.

4. Reports for your information:

- a. Denial log from Davies.
- b. Benefit Board expense reports.
- c. Privacy notice.
- d. TN Open Meetings Act.

Items 4.-a. through 4.-d. were for information only.

5. Late item(s):

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

With nothing further presented, the meeting adjourned at 10:32 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board