

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 1, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 1, 2025 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:31 a.m.

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

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 March 4, 2025. With no corrections, 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.

Chair Edna Jones stated that item 1 under Benefit Board Items, Public Comment Period will be taken out of order.

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.

*Denotes the arrival of G. Thomas Curtis.

**Denotes the arrival of Jenneen Reed.

There were two public comments related to item 2 under Benefit Board items, 2026 Medical plan rates.

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.

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. Tom Curtis seconded.

After some discussion of the timeframe when item 3 can return to work, a vote was taken on the motion to approve items 1 through 4 for the length of time as recommended and the Board approved without objection.

***Denotes the arrival of Gilbert Gonzales.

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

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 5, as the department can accommodate the individual.

David Hines, Metropolitan Nashville Public Schools, was present and stated they can accommodate the individual.

Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 5. Christy Pruitt-Haynes seconded, and the Board approved without objection.

Chair Edna Jones noted that item 6 is requesting a deferral.

B.R. Hall moved for approval to defer the disability pension new request, item 6. 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 reexaminations, items 7 through 11 for the length of time as recommended. He also noted there was an error in the report related to the diagnosis on item 7. 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. Jonathan Puckett 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. Robert Weaver moved for approval of the request to defer items 12 and 13 for the length of time as recommended. Jonathan Puckett 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.

Christy Sawyers, Police Department, was present.

Robert Weaver moved for approval of the recommendation of return to work. B.R. Hall seconded and the Board approved without objection.

Hannah Robinson reported to the Board that item 15 has been approved for Social Security prior to their upcoming reexam and needs to be removed from the reexam list. Harold Finch moved for approval of the Social Security approval, item 15 to be removed from the reexam list with no further review. 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.	Magda Aiyad	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (December 2025), with re-exam at that time.
2.	Louis M. Hartson	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2025), with re-exam at that time.
3.	Robby D. Lee	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved for six 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
4.	Jonathan E. Scruggs	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2025), with re-exam at that time.
5.	Janice L. Matheny	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was denied.
6.	Amber M. Word	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Joseph A. Clinard	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2026), with re-exam at that time.
8.	Matthew M. Gilmore	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2026), with re-exam at that time.
9.	Seth E. Kellow	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2026), with re-exam at that time.
10.	Alfreda M. Miguel	Library	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (April 2026), with re-exam at that time.
11.	Michael W. Mundy	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (April 2027), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Richard S. Ford	Police	Medical	As moved, seconded, and approved, this disability pension was deferred for four months, (August 2025), 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
13.	Nathan R. Hibbs	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was deferred for two months, (June 2025), with re-exam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Gabriela Woods	Police	In line of Duty	As moved, seconded, and approved, this individual was returned to work.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Joshua W. Culwell	Department of Emergency Communications	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

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	Canfield, Daniel R.	Water	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines

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

Jonathan Puckett 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
Stephen Woodall *	Sheriff	Office Support Spec 1	B	03/17/2025	03/01/2024
Sybil Pruitt	Sheriff	Admin Svcs Mgr	B	03/07/2025	05/01/2025
Debra Small	Health	Public Health Nurse 1	B	01/24/2025	03/01/2025

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

Service (continued)

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Cesar Mendez	General Services	Bldg Maint Mechanic	B	02/04/2025	03/01/2025
Jim Nguyen	Metro Action Commission	PF& Comm Engagement Adv I- MAC	B	02/21/2025	04/01/2025
Michael Moore	Public Works	Equipment Operator Senior	B	02/26/2025	04/01/2025
Talia Lomax-O'dneal	Finance	Finance Deputy Dir	B	01/07/2025	02/05/2025
Carmen Turks	Sheriff	Admin Svcs Mgr	B	03/10/2025	03/21/2025
Cynthia Walker	Sheriff	WO Data Entry Specialist-DCSO	B	02/27/2025	03/28/2025
Diane Smiley	Police	Admin Svcs Officer 4	B	02/18/2025	04/01/2025
Barbara Blades	Sheriff	WO Data Entry Specialist-DCSO	B	03/06/2025	05/02/2025
Timothy Holmes	Fire	Fire District Chief	B	02/28/2025	04/01/2025
Thomas Pomeroy Jr	Fire	Fire District Chief	B	02/28/2025	04/01/2025
Keith Sutherland	Police	Police Officer 2	B	02/03/2025	02/28/2025
Jeffrey Leach	Planning Commission	Finance Officer Senior	B	02/18/2025	02/15/2025
Patricia Radley	Circuit Court Satellite	Satellite position	B	02/17/2025	03/15/2025
Frozone Hayes	MNPS	Support Campus	B	03/17/2025	05/24/2025
Richard Smith	Parks	Maintenance & Repair Worker Se	B	03/12/2025	03/12/2025
Sandra Pryor	MNPS	DRIVER - BUS	B	03/14/2025	02/14/2025
Ronald Franklin	MNPS	MGR - TRANSPORTATION	B	01/30/2025	03/01/2025
Niva Smith	MNPS	PARA PRO - EX ED PREK(SLFCNTD)	B	03/19/2025	03/29/2025
Lisa Craig *	MNPS	MGR - FOOD SERVICE ROVING	B	01/27/2025	03/01/2023
Deborah Scudder *	MNPS	DRIVER - BUS	B	02/01/2025	
Murray Craig *	MNPS	WORKER - MAINT	B	02/05/2025	06/01/2025
Doncella Rodgers *	MNPS	WORKER - CUSTODIAL	B	02/25/2025	05/01/2025
Edward Holliday *	Police	Police Officer 2	B	02/10/2025	03/01/2025
Sabiha Barwari *	MNPS	WORKER - CUSTODIAL	B	02/18/2025	07/01/2023
Sandra Hendricks *	Bordeaux Long Term Care	Licensed Practical Nurse	B	03/05/2025	03/01/2025
Behcet Tayip *	MNPS	CUSTODIAN - SR	B	02/26/2025	01/01/2025
Valeria Harris *	MNPS	Intern Family and Community Pa	B	02/12/2025	03/01/2018
Lillian Brown *	Knowles Home	Cook's Assistant	B	03/05/2025	07/01/2024
Avis Morehead *	Bordeaux Long Term Care	Dietary Tech	B	03/03/2025	09/01/2020
Jeri Oglesby *	General Hospital	LPN	B	02/28/2025	04/01/2025
Lisa Collier *	Bordeaux Long Term Care	Dietary Line Supv	B	02/25/2025	03/01/2025
Mahmoud Jabasini *	MNPS	CHARTER - SUPPORT	B	02/10/2025	12/01/2024
Kevin Allen *	Police	Police Officer 2	B	02/12/2025	04/01/2025
Gladynel Alamo-Soto *	Metro Action Commission	Family Svcs Spec 1	B	01/27/2025	02/01/2021

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Timothy Crenshaw	Water Services	B	03/01/2025
Paris Spraggins	Police	B	03/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Barrett Battle	General Sessions Court	Service With Option	B	01/01/2025	Option E	
Dorothy Willis	MNPS	Service With Option	B	01/04/2025	Option D	1
Melissa McMahon	MNPS	Service Without Option	B	02/05/2025	Normal	
Timothy Rowland	Codes Administration	Service Without Option	B	02/04/2025	Normal	
Mary Meikrantz	Election Commission	Service Without Option	B	01/01/2025	Normal	
James Salmon	Water Services	Service With Option	B	01/04/2025	Option F	
Willie Cripps Jr	Circuit Court Satellite	Service With Option	B	02/01/2025	Option E	
Virginia Theus	Juvenile Court	Service With Option	B	01/01/2025	Option B	
Jon Burns	Public Works	Service Without Option	B	02/01/2025	Normal	3
Cassie Stevenson	General Hospital	Service Without Option	B	01/01/2025	Normal	1
Jennifer Williams-Gleaves	Metro Action Commission	Service With Option	B	02/01/2025	Option D	3

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
James Pogue	Water Services	Service With Option	B	01/01/2025	Option A	
Tangia Bryant	Parks	Service With Option	B	01/01/2025	Option A	3
Terri Newsom	Metro Action Commission	Service Without Option	B	01/01/2025	Normal	2
James Ray	Water Services	Service With Option	B	02/15/2025	Option A	3
Shellia Kirkendoll	Health	Service With Option	B	01/05/2025	Option A	
Troy Dean	Fire	P&F Service Pen With Option	B	01/04/2025	Option A	
David Rayburn	Public Works	Service With Option	B	01/01/2025	Option D	3
Peter Dusche	Police	Early Service With Option	B	03/01/2025	Option E	
Gail Burke	Parks	Service Without Option	B	02/24/2025	Normal	
Dale Finch	Fire	P&F Service Pen With Option	B	03/01/2025	Option F	3
Scott Redlinger	Fire	P&F Service Pen With Option	B	01/03/2025	Option E	3
Patricia Finney	Finance	Service With Option	B	03/01/2025	Option A	
Martha Bickley	Health	Service Without Option	B	02/07/2025	Normal	
Keith Sutherland	Police	Service Without Option	B	03/01/2025	Normal	3
Donald Barnes Jr	Police	P&F Service Pen With Option	B	01/01/2025	Option B	
Jeffrey Leach	Planning Commission	Service With Option	B	02/15/2025	Option E	1
William Mcneal	Water Services	Service With Option	B	01/01/2025	Option E	3
Ruthie Sadler-Barnes	District Attorney	Service Without Option	B	02/01/2025	Normal	3
Dorcus Adams	MNPS	Service With Option	B	01/24/2025	Option D	
Jennifer Harvey	MNPS	Service With Option	B	01/08/2025	Option F	
Michael Atchison	Water Services	Early Service With Option	B	02/15/2025	Option F	
Eldridge Simmons	MNPS	Service Without Option	B	01/09/2025	Normal	
Jennifer Rowe	Health	Service With Option	B	01/14/2025	Option B	
Jamie Auerweck	Public Library	Service Without Option	B	02/22/2025	Normal	
Frederick Heiman Jr	Police	P&F Service Pen With Option	B	02/07/2025	Option E	
Joseph Hicks	Codes Administration	Early Service With Option	B	01/10/2025	Option D	
Randal Owsley	Police	Service With Option	B	01/01/2025	Option B	
Sharon Schreck	MNPS	Early Service With Option	B	01/01/2025	Option F	
Yolanda Gooch	MNPS	Service With Option	B	02/08/2025	Option D	2
Pamela Ferraro	MNPS	Service Without Option	B	01/08/2025	Normal	
Frankie Floyd	MNPS	Service Without Option	B	01/08/2025	Normal	3
Janet Tyree	Justice Integration Services	Service With Option	B	01/10/2025	Option A	
James Dickerson	Charter	Service Without Option	B	01/08/2025	Normal	
Thomas Bryant	MNPS	Service With Option	A	01/02/2025	Option A	
Wanda Ware	MNPS	Service With Option	B	02/01/2025	Option D	
Lisa Craig	MNPS	Service With Option	B	03/01/2023	Option D	
Anna Willis	MNPS	Service With Option	B	01/01/2025	Option D	
Emily Jordan	MNPS	Service Without Option	B	02/01/2025	Normal	
Edward Holliday	Police	P&F Service Pen Without Option	B	03/01/2025	Normal	
Christopher Stafford	Police	P&F Service Pen Without Option	B	03/01/2025	Normal	
Crystal Nelson	Police	Survivor Option From Service	B	02/01/2025	Option D	
Audie Shields	Knowles Home	Service Without Option	B	01/01/2025	Normal	
Karen Robinson	General Hospital	Service With Option	B	01/01/2025	Option A	
Michelle Woods	General Hospital	Service With Option	B	03/01/2025	Option E	
Lesley Rodriguez	General Hospital	Service Without Option	B	02/01/2025	Normal	
Alonzo Carey	Metro Action Commission	Service With Option	B	01/02/2025	Option D	
Tanga Russell	Metro Action Commission	Service With Option	B	01/01/2025	Option D	
Sandra Lee	Sheriff	Service Without Option	B	01/01/2025	Normal	
Toinetta Shaw	Caring for Children	Service With Option	B	01/01/2025	Option F	
Timothy Nielsen	Emergency Communication Center	Service With Option	B	02/01/2025	Option E	

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

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
Anthony McClain	Police	Gayla Powe-McClain	B	03/10/2025
Robert Connelly	Fire	Connie Moyers	B	03/08/2025
Charles E. Griffin	Police	Sonia Smithson-Griffin	B	03/11/2025
Clifford Chandler	MNPS	Debra Chandler	B	02/27/2025
Kevin Penney	Mayor's Office	Patricia Penney	B	02/21/2025
Betty Bryant	General Sessions Court	Kenneth Bryant	B	03/07/2025

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.

This item was initially taken out of order and there were no other public comments.

2. 2026 Medical plan rates.

Christina Hickey reported to the Board that at the March 18, 2025, Study Session, USI presented information on the medical plan rates for 2026. She stated USI's presentation is for the Board's review and the Board will need to determine the medical plan rates for 2026. She also noted that previous February and March Study Session presentations regarding new benefits for consideration and benchmarking are available for reference as well.

Joseph Meyers and Lauren Chrisman, USI, reviewed the claims experience over the past year, the rate history, the reserves, renewal assumptions, rate considerations and benefit considerations for 2026.

There was some discussion of the different scenarios, demographics of the plans, using the fund balance, employee surveys and more review and input on whether or not to add additional coverages.

Shannon Hall moved to have the new benefit considerations referred to the Study and Formulating Committee for review. Robert Weaver seconded, and the Board approved without objection.

After further discussion of scenario 3 versus 4 and 3 being a better choice during this climate, Jenneen Reed moved for approval of scenario 3, a 6.0% increase for Cigna PPO and the HRA, for the medical plan rates for 2026. Tom Curtis seconded, and the Board approved with Jonathan Puckett opposed.

3. Correspondence:

- a. Utilization report from CIGNA.
- b. Cigna Healthcare digital enhancements.
- c. Cigna Healthcare pharmacy clinical update.

Items 3.-a. through 3.-c. were for information only.

4. Reports for your information:

- a. Social Security approvals.
- b. Denial log from Davies.
- c. Benefit Board expense reports.

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

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:38 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board