

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 4, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 4, 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; Vice Chair: *Christy Pruitt-Haynes; Members: G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, Jonathan Puckett, **Jenneen Reed and Robert Weaver.

Member Gilbert Gonzales was 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 February 4, 2025. With no corrections, nothing further was noted and B.R. Hall moved for approval. Robert Weaver seconded, and the Board approved without objection.

Edna Jones noted that some additional information has been provided for item 2.

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.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 1 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new request, item for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 1 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new request, item for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

The disability pensioner was present for item 2.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination, item 2 for the length of time as recommended with an independent medical evaluation.

The disability pensioner addressed the Board regarding his conditions and the benefits being received.

*Denotes the arrival of Christy Pruitt-Haynes.

After some discussion regarding the pension amount he is legally allowed to receive and the medical care associated with his injuries, Harold Finch moved for approval of the recommendation to continue the disability pension reexamination, item 2 for the length of time as recommended with an independent medical evaluation. Tom Curtis seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 7 for the length of time as recommended and case management services where noted.

After some discussion of changing the re-exam date on item 7 to five years and why the re-exam date on item 5 is for two years, Harold Finch moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 7 for the length of time as recommended and case management services where noted. Tom Curtis seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 8 he requests a deferral for two months. Shannon Hall moved for approval of the request to defer item 8 for two months. Jonathan Puckett seconded, and the Board approved without objection.

The Board discussed advances to technology as it relates to medical care and going back to revisit some pensioners that were considered permanently disabled.

Claire Wells reported to the Board that item 9 has been approved for Social Security prior to their upcoming reexam and needs to be removed from the reexam list. B.R. Hall moved for approval of the Social Security approval, item 9 to be removed from the reexam list with no further review. Jonathan Puckett seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Daniel R. Canfield	Water	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (March 2026), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	LaTroy D. Boseman	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with an independent medical evaluation for three months, (June 2025), with re-exam at that time.
3.	James N. Franklin	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (March 2026), with re-exam at that time.
4.	Nicholas M. French	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for one year, (March 2026), with re-exam at that time.
5.	David L. Hiett	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (March 2027), with re-exam at that time.

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Antranette Matthews	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
7.	Jarrad M. Rikal	Police	Medical	As moved, seconded, and approved, this disability pension was continued for five years, (March 2030), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Karen J. Damte	Water	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (May 2025), with re-exam at that time.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Paula C. Barnes	Police	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. Jonathan Puckett seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Duffield, Natalie L. (Rottarr)	Fire	Pension Approval	Yes	Yes	Evaluation, May Meet SSA Guidelines
2	Ellington, Richard L.	Parks	Pension Approval	No	No	Younger Worker, Does Not Meet SSA Guidelines
3	Gupton, James E., Jr.	Fire	Pension Approval	Yes	Yes	May Meet SSA Guidelines
4	Ratliff, Jason S.	NDOT	Pension Approval	No	No	Younger Worker, Does Not Meet SSA 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. B.R. Hall seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Anna Willis *	MNPS	ED ASST - EX ED ONE TO ONE	B	02/03/2025	01/01/2021
Jennifer Rowe	Health	Public Health Nurse 2	B	10/01/2024	01/09/2025
Joseph Hicks	Codes Administration	Mech/Gas Inspector 1	B	01/23/2025	01/10/2025
Doretha Whitfield	MNPS	MGR - FOOD SERVICE III	B	02/03/2025	02/14/2025
Florida Rodgers	Juvenile Court Clerk	Admin Svcs Officer 2	B	01/30/2025	02/15/2025
Sandra Britten	MNPS	ANALYST - ESEA FISCAL-CNTRCTS	B	02/10/2025	03/10/2025
Lamondo Brown	Sheriff	Sheriff Behavioral Care Tech	B	02/12/2025	05/01/2025
James Dotson Jr	Public Works	Equipment Operator	B	02/18/2025	03/03/2025
Jennifer Williams-Gleaves	Metro Action Commission	Family Dev Specialist 1-MAC	B	01/17/2025	02/01/2025
Roscoe Jones	Water Services	Technical Specialist 2	B	02/06/2025	03/01/2025
James Ray	Water Services	Admin Svcs Officer 3	B	11/25/2024	01/03/2025
Shellia Kirkendoll	Health	Commun Disease Investigator	B	01/08/2025	01/03/2025
George Johnson III	Sheriff	Sheriff Warrant Officer 2	B	02/03/2025	03/21/2025
Peter Dusche	Police	Police Captain	B	02/14/2025	03/01/2025
Gail Burke	Parks	Concessions Clerk	B	02/12/2025	02/22/2024
Ronald Hennings	MNPS	DRIVER - BUS	B	02/06/2025	04/15/2025
Dale Finch	Fire	Advanced Emergency Med Tech	B	02/13/2025	02/28/2025
David Shelton	Fire	Fire Fighter/Paramedic	B	01/29/2025	03/02/2025
Ruthie Sadler-Barnes	District Attorney	Victims Advocate 2	B	12/24/2024	02/01/2025
Dorcus Adams	MNPS	MONITOR - SCHOOL BUS	B	12/16/2024	01/25/2025
Michael Kennedy	MNPS	SKILL LABORER - PAINTING	B	01/22/2025	02/15/2025
Emily Jordan *	MNPS	SUPV - CAMPUS	B	01/28/2025	02/01/2025
Sophia Crawford *	Juvenile Court	Judge-Juvenile Ct	B	02/10/2025	05/01/2025
Connie Fowler *	Health	Animal Care & Control Off 2	B	02/06/2025	03/01/2025
Christopher Stafford *	Police	Police Officer 2	B	01/20/2025	03/01/2025
Crystal Nelson *	Police	Police Officer 2	B	12/23/2024	02/01/2024
Thomas Bryant *	MNPS	Custodian	A	11/25/2024	01/01/2025
Karen Robinson *	General Hospital	RN-CC-Pool	B	01/09/2025	06/01/2024
Michelle Woods *	General Hospital	Materials Mgt Info Sys Coord	B	01/17/2025	03/01/2025
Lesley Rodriguez *	General Hospital	Coord, Interpreter Services	B	01/09/2025	02/01/2025
Alonzo Carey *	Metro Action Commission	Custodian	B	11/20/2024	01/01/2025
Sandra Lee *	Sheriff	Admin Svcs Officer 3	B	02/03/2025	10/01/2022
Kathy Wright *	Finance	Finance Officer 3	B	02/10/2025	04/01/2023
Toinetta Shaw *	Caring for Children	Program Spec 2	B	02/13/2025	09/01/2022
Barrett Battle *	General Sessions Court	Seasonal/Part-time/Temporary	B	01/30/2025	11/01/2021
Timothy Nielsen *	Emergency Communication Center	Info Systems App Analyst 1	B	12/11/2024	02/01/2025
Debra Steptoe *	MNPS	ED ASST - EX ED ONE TO ONE	B	12/16/2024	03/31/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Valerie Chapman	MNPS	B	02/01/2025
Somsack Srilouangkhoh	Fire	B	02/01/2025
Travis Craig	Police	B	02/01/2025
Gaylon Richardson	Sheriff	B	02/01/2025
Noor Noor	MNPS	B	02/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Tanga Russell	Metro Action Commission	Service With Option	B	01/01/2025	Option D	
Jennifer Rowe	Health	Service With Option	B	01/14/2025	Option B	
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	

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
Sharon Schreck	MNPS	Early Service With Option	B	01/01/2025	Option F	
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	
Dorothy Willis	MNPS	Service With Option	B	01/04/2025	Option D	1
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	
Cassie Stevenson	General Hospital	Service Without Option	B	01/01/2025	Normal	1
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
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	
Scott Redlinger	Fire	P&F Service Pen With Option	B	01/03/2025	Option E	3
Donald Barnes Jr	Police	P&F Service Pen With Option	B	01/01/2025	Option B	
William Mcneal	Water Services	Service With Option	B	01/01/2025	Option E	3
Jennifer Harvey	MNPS	Service With Option	B	01/08/2025	Option F	
Eldridge Simmons	MNPS	Service Without Option	B	01/09/2025	Normal	
Wanda Ware	MNPS	Service With Option	B	02/01/2025	Option D	
Crystal Nelson	Police	P&F Service Pen With Option	B	02/01/2025	Option D	
Thomas Bryant	MNPS	Service With Option	A	01/02/2025	Option A	
Audie Shields	Knowles Home	Service Without Option	B	01/01/2025	Normal	
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	

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
William Seibert	Police	Teresa Seibert	A	02/10/2025
Samuel Heggie Jr	Water Services	Sherry Heggie	B	02/17/2025
Larry Stewart	Fire	Lisa Stewart	B	02/20/2025

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.

There were no public comments.

Christina Hickey informed the Board that item 4 will be taken out of order.

4. Fiscal year 2026 Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the February 18, 2025, Study Session, the proposed Metropolitan Employee Benefit Board budget for fiscal year 2026 is being presented for review and approval.

Ginger Hall, Human Resources Assistant Director, Sharon Sepik and Katelyn Richie, Treasurers Office, were present for questions.

Tom Curtis moved for approval of the budget. Robert Weaver seconded, and the Board approved without objection.

2. Medical & Life Committee report: (Chair: Harold W. Finch, II; Vice-Chair: Gilbert Gonzales; Members: B.R. Hall, Sr., Shannon B. Hall, Edna J. Jones, and G. Thomas Curtis. Alternate(s): Christy Pruitt-Haynes and Robert Weaver)

Christina Hickey reported to the Board that the Medical & Life Committee met on February 21, 2025 to deliberate on 2 medical care requests. She stated that both items were deferred to the next Committee meeting pending additional information and the Committee meeting minutes are being presented for approval by the Committee members.

Committee Chair Harold Finch asked if there were any amendments, corrections, or questions of the minutes from the February 21, 2025 Medical and Life Committee meeting. With no corrections, B.R. Hall moved for approval of the Medical and Life Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

3. 2026 medical plan pricing methodology and strategy.

Christina Hickey reported to the Board that at the February 18, 2025 Study Session, USI presented information on alternative pricing methodology and strategy for setting medical plan rates. She stated that the Board will need to decide which methodology and strategy they would like to use for 2026: 1) the current approach which uses plan specific experience to determine the percentage increase in premiums needed to cover projected claims or; 2) alternative approach where Relative Value Basis approach sets the relative value between plan options to be based on underlying plan design features (deductible, max-out-of-pocket, copays, coinsurance, etc.) and the specific demographic risk of each population.

Joseph Meyers, USI, was present and reviewed the presentation.

**Denotes the arrival of Jenneen Reed.

After some discussion of both approaches and the advantages of the new approach, Christy Pruitt Haynes moved to use the alternative approach. Jonathan Puckett seconded, and the Board approved with B.R. Hall opposed.

5. Correspondence:

- a. Utilization report from CIGNA.

Item 5.-a. was for information only.

6. Reports for your information:

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

Items 6.-a. through 6.-d. were for information only.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:22 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board