

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 6, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 6, 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 April 1, 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.

*Denotes the Arrival of Harold Finch.

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.

Edna Jones noted that there is new information on item 7.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 6, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through 6 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

**Denotes the arrival of Christy Pruitt-Haynes.

Dr. Kenton Dodd reported to the Board that on item 7, the new information was reviewed and it does not change his recommendation, which is approval for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new request, item 7 for the length of time as recommended. Robert Weaver seconded, and the Board approved with Christy Pruitt-Haynes abstaining.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 8 through 12 for the length of time as recommended. Jonathan Puckett moved for approval of the recommendation to continue the disability pension reexaminations, items 8 through 12 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 items 13 and 14, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer 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 recommends approval of return to work.

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

Jamie Summers, Fire Department, was present for item 15 and stated they are prepared to return the individual to work.

Jonathan Puckett moved for approval of the recommendation of return to work for item 15. Tom Curtis seconded, and the Board approved without objection.

Claire Wells reported to the Board that item 16 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 16 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.	Chiquitta D. Bostic	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2025), with re-exam at that time.
2.	Shaun P. Bowen	Sheriff's Office	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam at that time.
3.	Jessica M. Conner	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2025), with re-exam at that time.
4.	Dennis D. Hill	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2025), with re-exam at that time.
5.	William E. Jenkins	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension request was approved for eighteen months, (November 2026), with re-exam at that time.
6.	Nicole R. Reid	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled re-exam.
7.	Amber M. Word	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one month, (June 2025), with re-exam at that time.

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

REEXAMINATIONS:

	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 was continued for one year, (May 2026), with re-exam at that time.
9.	Jesse T. Downs, Sr.	Water	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (November 2025), with re-exam at that time.
10.	Richard K. Holland	Finance	Medical	As moved, seconded, and approved, this disability pension was continued for nine months, (February 2026), with re-exam at that time.
11.	Tanisia Osborne	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for three months, (August 2025), with re-exam at that time.
12.	Reginald L. Rucker, Jr.	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for nine months, (February 2026), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Colin K. Feeney	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was deferred for two months, (July 2025), with re-exam at that time.
14.	Julie A. Haynes	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was deferred for one month, (June 2025), with re-exam at that time.

RETURN TO WORK:

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

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

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
16.	Ronnie A. Davis, Jr.	Sheriff's Office	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.

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

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Aiyad, Magda	MNPS	Pension Approval	Yes	Yes	Likely to Meet SSA Medical-Vocational Guidelines
2	Bowen, Shaun P.	Sheriff	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.16A
3	Clinard, Joseph A.	Fire	Pension Approval	No	No	Pensioner Declined, Recent Denial for SGA Part-Time Work
4	Reid, Nicole R.	MNPS	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets 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. Christy Pruitt-Haynes seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Greta Requierme *	MNPS	Production Tech	B	04/15/2025	10/01/2020
Susan Cook	Police	Admin Spec	B	03/20/2025	03/28/2025
Barry Pruitt	MNPS	TECH - FIRE EXTINGUISHER SR	B	03/28/2025	06/13/2025
Sarah Cox	MNPS	DRIVER - BUS	B	04/03/2025	05/23/2025
Leticia Holman	MNPS	MONITOR - SCHOOL BUS	B	04/03/2025	05/23/2025
Leann Fitzgerald	MNPS	PARA PRO - PRE K GEN ED	B	04/16/2025	05/23/2025
Sean Beach	Sheriff..	Correctional Officer 2	B	03/03/2025	03/01/2025
Veronica Ivey	MNPS	DRIVER - BUS	B	04/09/2025	04/01/2025
Alberta Houston	MNPS	DRIVER - BUS	B	04/16/2025	04/09/2025
Courtney Artis	MNPS	MGR- COMMUNITY ACHIEVES SITE	B	04/02/2025	06/03/2025
Rebecca Hickey	MNPS	SECRETARY/CLERK	B	03/26/2025	05/22/2025
Leslie Ryan	Health	Nutritionist 1	B	03/24/2025	04/01/2025
Jafer Abdulla	Parks	Custodian	B	02/12/2025	03/28/2025
Arthur Patterson Sr	MNPS	ASST - FOOD SVC	B	04/02/2025	03/26/2025
Letanya Birdsong	MNPS	SECRETARY/CLERK	B	04/09/2025	05/25/2025

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
Kathryn Cutright	MNPS	Para-Pro Ex Ed One to One	B	03/25/2025	05/24/2025
Ronnie Wright	MNPS	Spec APV Technology	B	04/21/2025	05/24/2025
Carmen Jones	MNPS	TRANSLATOR - PARENT OUTREACH	B	04/16/2025	05/22/2025
Debbie Pruitt	MNPS	MGR - RECORDS	B	03/28/2025	06/13/2025
James Burris	MNPS	SPEC - SUPPORT TECH DP	B	04/17/2025	05/31/2025
Lee Ratcliff	Register of Deeds	Satellite position	B	03/26/2025	05/31/2025
Bruce Martin	County Clerk	Seasonal/Part-time/Temporary	B	03/27/2025	03/11/2025
Margaret Pond	MNPS	Para-Pro Ex Ed One to One	B	04/09/2025	05/23/2025
Kendra Young	MNPS	MGR - FOOD SERVICE III	B	04/16/2025	12/21/2024
Kimberly Wolfe	Circuit Court Satellite	Satellite position	B	03/05/2025	03/31/2025
Shelia Davis	MNPS	PARA-PRO - EX ED	B	03/26/2025	05/24/2025
David Ervin	Water Services	Indust Maint Supv 2	B	04/17/2025	05/10/2025
James Green	Water Services	Utility Equip Operator Sr	B	04/09/2025	05/17/2025
Carolyn Walton	Police	Police Support Technician	B	04/09/2025	03/29/2025
Christy Perez	Emergency Communication Center	Emer Telecommunications Superv	B	04/17/2025	05/16/2025
Robert Runnels	Sheriff	Sheriff Warrant Officer 1	B	03/25/2025	04/16/2025
Robert Burdette Jr	Fire	Fire Captain	B	04/23/2025	06/29/2025
Allan Weatherly	Fire	Fire Captain	B	04/01/2025	04/07/2025
Debra Marnhout	State Trial Courts	Program Spec 2	B	04/02/2025	06/21/2025
Annette Presley	Police	School Crossing Guard Supv	B	04/08/2025	05/23/2025
Denise Walsh	Emergency Communication Center	Emer Telecommunications Superv	B	04/17/2025	04/30/2025
Rosalind Williams	MNPS	Para-Pro Ex Ed One to One	B	03/27/2025	05/30/2025
Rickey Smith *	MNPS	CUSTODIAN - SR	B	03/22/2025	05/01/2024
Kelley Eguakun *	MNPS	PARA PRO - PRE K GEN ED	B	01/25/2025	10/01/2024
Barbara Hinch *	Circuit Court Satellite	Satellite position	B	03/11/2025	04/01/2025
Shari Doucette *	MNPS	CUSTODIAN - SR	B	03/17/2025	04/01/2025
Carol Peters *	MNPS	Bus Driver	B	03/28/2025	09/01/2020
Susan Earl *	Public Library	Library Admin	B	03/24/2025	03/01/2025
Teresa Greer *	State Trial Courts	Group Care Aide	B	03/24/2025	03/01/2025
Jerry Bradley li *	Police	Police Officer 2	B	03/24/2025	10/01/2024
Marilan Farley *	Parks	Admitting Clerk	B	03/10/2025	12/01/2021
Sherry Brown *	General Hospital	RN-CC-Pool	B	03/21/2025	08/01/2023
Iris Burnett *	Metro Action Commission	Headstart Teacher 2	B	04/09/2025	06/01/2025
Paula Jones *	Police	Police Operations Coord 1	B	03/06/2025	07/01/2023
Dwayne Howard *	Caring for Children	Program Spec 3	B	03/18/2025	10/21/2021
Marcus Babbitt *	Police	Police Officer 2	B	03/13/2025	04/01/2025
Ladonna Palms *	Police	Office Support Spec 2	B	04/04/2025	11/01/2023

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Case Type
Freda Brooks	MNPS	B	04/01/2025
Minda Brackman	General Hospital	B	04/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Stephen Woodall	Sheriff	P&F Service Pen With Option	B	01/01/2025	Option E	
Sean Beach	Sheriff	Service Without Option	B	03/01/2025	Normal	
Richard Smith	Parks	Service Without Option	B	03/14/2025	Normal	
Llany Romine	MNPS	Service Without Option	B	01/04/2025	Normal	
Doretha Whitfield	MNPS	Service With Option	B	02/20/2025	Option D	
Ronald Franklin	MNPS	Service With Option	B	03/01/2025	Option A	
Jafer Abdulla	Parks	Service Without Option	B	03/29/2025	Normal	
Chetna Darji	MNPS	Service With Option	B	01/09/2025	Option A	
Cynthia Milligan	Circuit Court Satellite	Early Service Without Option	B	03/07/2025	Normal	
Florida Rodgers	Juvenile Court Clerk	Service Without Option	B	03/01/2025	Normal	

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
Sandra Britten	MNPS	Service Without Option	B	03/08/2025	Normal	3
Kimberly Wolfe	Circuit Court Satellite	Service Without Option	B	03/29/2025	Normal	
Cesar Mendez	General Services	Service Without Option	B	03/01/2025	Normal	
James Dotson Jr	Public Works	Service With Option	B	03/01/2025	Option E	
James Swack	Juvenile Court	Early Service With Option	B	02/08/2025	Option B	
Roscoe Jones	Water Services	Service With Option	B	03/01/2025	Option F	3
Talia Lomax-O'dneal	Finance	Service Without Option	B	02/05/2025	Normal	3
Carmen Turks	Sheriff	Service With Option	B	03/21/2025	Option A	3
Cynthia Walker	Sheriff	Service Without Option	B	03/28/2025	Normal	
Diane Smiley	Police	Service With Option	B	04/01/2025	Option E	3
George Johnson Iii	Sheriff	Service With Option	B	03/19/2025	Option A	3
David Shelton	Fire	P&F Service Pen With Option	B	03/02/2025	Option E	3
Rickey Smith	MNPS	Service With Option	B	01/01/2025	Option A	
Kevin Allen	Police	Service With Option	B	04/01/2025	Option D	
Sandra Hendricks	Bordeaux Long Term Care	Service Without Option	B	03/01/2025	Normal	
Susan Earl	Public Library	Service Without Option	B	03/01/2025	Normal	
Deborah Kimball	Bordeaux Long Term Care	Service Without Option	A	01/01/2025	Normal	
Sophia Crawford	Juvenile Court	Service With Option	B	04/01/2025	Option F	
Behcet Tayip	MNPS	Service With Option	B	01/01/2025	Option A	
Teresa Greer	State Trial Courts	Service Without Option	B	03/01/2025	Normal	
Jerry Bradley Ii	Police	P&F Service Pen With Option	B	01/01/2025	Option E	
Connie Fowler	Health	Service Without Option	B	03/01/2025	Normal	
Lillian Brown	Knowles Home	Service With Option	B	01/01/2025	Option D	
Avis Morehead	Bordeaux Long Term Care	Service Without Option	B	01/01/2025	Normal	
Jeri Oglesby	General Hospital	Service With Option	B	04/01/2025	Option D	
Lisa Collier	Bordeaux Long Term Care	Service With Option	B	03/01/2025	Option D	
Kathy Wright	Finance	Service With Option	B	01/01/2025	Option E	
Mahmoud Jabasini	MNPS	Service With Option	B	01/01/2025	Option E	
Marcus Babbitt	Police	Service Without Option	B	04/01/2025	Option E	

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

Employee	Department	Plan A/B	Case Type
Sunny Eaton	DA Administration	B	Non-Pensioner

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Sean McKeever	MNPS	Kenyatta McKeever	B	12/25/2024
Synthia Gann	Parks	Tony Gann	B	11/02/2024
Wali Telwar	General Hospital	Torpikay Telwar	B	11/27/2024
Patricia Maynard	MNPS	Gearl Maynard	B	03/23/2025
Kenneth Ford	MNPS	Donna J Ford	B	04/14/2025
William Seibert	Police	Teresa Seibert	A	02/10/2025
Gerald Smock	Public Works	Wilmatean Smock	B	03/15/2025
Jeffery Boyd	Metro Action Commission	Kimberly Boyd	B	03/21/2025
Lawrence Johnson	Water Services	Sherry Johnson	B	03/29/2025

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
Charles Spain	Police	Nancy Spain	B	04/03/2025
Terentius Vestal	Water Services	Mary Vestal	B	04/07/2025
Ann Still	General Hospital	Alan Still	B	03/31/2025

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.

2. Pension Committee report: (Chair: Jonathan Puckett; Vice-Chair: G. Thomas Curtis; Members: B.R. Hall, Sr., and Shannon B. Hall. (Alternates: Harold W. Finch, II and Christy Pruitt-Haynes)

Christina Hickey reported to the Board that the Pension Committee met on April 29, 2025 to deliberate on one appeal for a determination of pension plan status. She stated the Committee had a tie vote and therefore there is no recommendation to the full Board and the minutes from that meeting are being presented for approval by the Committee members.

Committee Chair Jonathan Puckett asked if there were any amendments, corrections or questions of the minutes from the April 29, 2025 Pension Committee meeting. With no corrections, B.R. Hall moved for approval of the Pension Committee minutes. Tom Curtis seconded, and the Committee minutes were approved without objection.

Dylan Lynch, Human Resources, was present.

The employee was present and addressed the Board. He noted that one person was allowed to move due to extenuating circumstances and gave a recap of his circumstances on this request and read a statement from his Councilman regarding the request to change pension plans.

Dylan Lynch stated the specific language that comes from the Code in this scenario is very specific and states that someone can not move from A to B after December 31, 1995.

There was some discussion regarding the Boards authority to construe any employees benefit including questions relating to the eligibility to become a member of any benefit plan.

Nicki Eke, Legal Department, stated that the Court of Appeals from the Faust case of 2006 stated that while the Board has the authority to construe the Metro pension plans, the Board is not empowered to construe an ordinance in a manner inconsistent with the provisions of the ordinance itself.

After some discussion regarding the Board not having the authority to construe the benefit ordinances in the Code in a manner that's contrary to the plain language of the ordinance adopted by the Council, Edna Jones moved to deny the appeal. Harold Finch seconded, and the Board approved with B.R. Hall and Jonathan Puckett opposed.

3. Correspondence:

- a. Utilization report from Cigna.

Item 3.-a. was 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 9:58 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board