

**MINUTES**  
**METROPOLITAN EMPLOYEE BENEFIT BOARD**  
**PENSION COMMITTEE**

**June 17, 2025**

The Metropolitan Employee Benefit Board's Pension Committee met on Tuesday, June 17, 2025 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, TN at approximately 9:39 a.m.

Committee Members present: Vice-Chair: \*G. Thomas Curtis; Members: B.R. Hall, Sr. and Shannon B. Hall. Alternate(s): Harold W. Finch, II and Christy Pruitt-Haynes.

Chair Jonathan Puckett was unable to be present.

Board Members present: Edna J. Jones.

Others present: Christina Hickey, Metro Human Resources and Nicki Eke, Metro Legal Department.

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

Items pending before the Committee are as follows:

1. Public Comment Period

A maximum of five (5) 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 beginning of the meeting.

There were no public comments.

2. Pension waiver of overpayment.

Christina Hickey reported to the Committee that Metro Human Resources has recently discovered a unique situation in which a Metro retiree who is currently working full-time as a support employee for KIPP Academy (Charter School) has been receiving a service pension as well as earning service pension credit. Herman Peters is a Metro retiree who took a service pension from NDOT, Nashville Department of Transportation (formerly Public Works) on 3/1/2013. Human Resources staff was recently made aware that he was hired part-time with KIPP on 3/8/2021 but then began working full-time hours (80+ per month) beginning in August of 2021. KIPP is not a member of our insurance group but remains a member of the pension plan. She stated that under Metro Code § 3.12.040, a member of the benefit system is not eligible to receive a service pension during the time that the member is regularly employed. The Metro pension of this individual has been stopped as they are not eligible to receive a service pension while regularly employed by KIPP. The pension can resume in the future only when the individual ceases to be regularly employed by working less than 20 hours per week and the total pension amount paid to the employee and requesting to be waived is \$14,992.20 from November 2023 - October 2024.

She reviewed the related code sections and the criteria for a waiver of overpayment. She stated that staff has confirmed that based on the facts surrounding this case, the pension overpayments made were done so through no fault of the pensioner. The Board will need to determine if this case meets the qualifications outlined in Metro Code Section 3.08.230 to waive the overpayment in the amount of \$14,992.20.

The employee was present.

Dylan Lynch, Human Resources, was present.

Ashley Roberts and Scheherazade Bolden, Metropolitan Nashville Public Schools, MNPS, were present.

Dylan Lynch reported to the Committee that this case was discovered after a periodic review to see if any pensioners are working full time hours. Mr. Lynch stated that there was a clear misunderstanding by KIPP that part-time employment did not mean benefit eligibility, whereas regularly employed and part-time or full-time are separate concepts of each other. He noted that he was in a part-time status but he was working more than 20 hours per week or 80 hours per month, which is regular employment and eligible for benefits and pension. Mr. Lynch stated that KIPP is not a member of the insurance with Metro but a member of the pension. He stated that KIPP never provided any information to Human Resources concerning his employment because he was listed as part-time and according to the Code was gaining pension eligibility. He also noted that when looking at what the Code says it has to be determined that the Board made the error, which is not the case.

Ashley Roberts, MNPS, addressed the Committee regarding this issue and how to fix this going forward.

There was discussion that the Charters are responsible for giving Metro the information needed in order to properly administer benefits and there is an obligation through MNPS.

There was some discussion regarding whether or not MNPS/Metro is receiving the payroll files from the Charter Schools and what is being done for that to take place.

There was discussion that this is now a part of the hiring process.

There was some discussion of the steps MNPS is taking in regards to Charters being aware of requirements, training and how these benefits work.

Scheherazade Bolden stated they have monthly meetings with the Charter office at MNPS where any information that needs to be relayed to all Charter administrators is done through their director. She stated she does a weekly communication with all the administrators, and that information is passed on. She also stated that they invite all Charter schools to come to the orientations, however, not many attend and it's not feasible to go to the actual Charter locations.

It was noted that the benefits team at MNPS is going their part, however, there are concerns with what the Charter office is doing to require employees to show up at the trainings. It was requested that the Charter Office at MNPS require Charters to participate in the mandatory trainings every year.

There was some discussion of adding Tennessee Consolidated Retirement System, (TCRS), to the Charter School Communications, which is the entity that provides information to the administrators at Charter schools.

The Committee discussed the waiver process, the criteria that has to be met and noted that in this case the Board did not make an error.

The Committee discussed an interpretation that would legally allow that extension of the Board staff through KIPP and MNPS did have an error and that would allow recommending the overpayment be waived as this has to be approved by Council.

The Committee discussed whether or not there is a recovery mechanism for the pension system to recover the money from the Charter Schools, the error was a lack of formal process with the Charter Schools office and not made by the employee and it should be considered an extension of that would qualify for the waiver.

After further discussion of the Charter Schools processes and attending the training, the Committee requested that someone from the Charter office be present at the July Board meeting.

The employee addressed the Committee regarding the request.

Shannon Hall moved for approval of the pension over payment waiver for this individual and note an error in the provision of records which resulted in the error of paying pensions in this particular case. B.R. Hall seconded, and the Committee approved without objection.

Shannon Hall moved that the MNPS Charter Office Director be present at the July Board meeting. B.R. Hall seconded and the Committee approved without objection.

With nothing further presented, the meeting adjourned at 10:43 a.m.

ATTEST:

APPROVED:

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**Shannon B. Hall, Director**  
**Human Resources**

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**G. Thomas Curtis, Vice-Chair**  
**Pension Committee**