

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**June 3, 2025**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, June 3, 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: Harold W. Finch, II, B.R. Hall, Sr., \*\*Shannon B. Hall, Jonathan Puckett, Jenneen Reed and Robert Weaver.

Members G. Thomas Curtis **and** Gilbert Gonzales were 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 May 6, 2025. With no corrections, nothing further was noted and B.R. Hall 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.

Dr. Kenton Dodd reported to the Board that he recommends denial of the disability pension new request, item 1 as the department can accommodate the restrictions. Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 1. 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 2 through 8 for the length of time as recommended.

\*Denotes the arrival of Christy Pruitt-Haynes.

After some discussion regarding item 3 returning to work, B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 8 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Christina Hickey noted there is a statement from the disability pensioner on item 10.

Dr. Kenton Dodd reported to the Board that on items 9 and 10, he requests a deferral for the length of time as recommended. Harold Finch moved for approval of the request to defer items 9 and 10 for the length of time as recommended. seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends approval of return to work.

The disability pensioner was present.

Jamie Summers, Fire Department, was also present.

Christina Hickey noted there is a statement from the disability pensioner.

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

The disability pensioner addressed the Board regarding his abilities, things that go on in the department and not returning to work.

\*\*Denotes the arrival of Shannon Hall.

After some discussion regarding the medical record and there being nothing in it to support continuing the disability pension, Jenneen Reed moved for approval of the recommendation of return to work. Harold Finch seconded, and the Board approved without objection.

Christina Hickey noted that on item 12 the disability pensioner has requested a deferral.

After some discussion of deferring this item, it was noted that that this was a fitness for duty issue and they have not supplied any medical information in the last few months to continue support of the pension. It was also noted that this information needs to be received within 30 days that either proves they are capable of returning to work or demonstrates they are not.

Shannon Hall moved to defer item 12 for one month. Christy Pruitt-Haynes seconded, and the Board approved without objection.

Christina Hickey noted that there is a statement from the disability pensioner for item 13.

There was some discussion regarding the individual complying with a functional capacity evaluation, if the impairment is work related and suspending the check if they do not comply.

There was also some discussion as to whether or not the injury on duty pension should have been granted based on the injury and the injury that is preventing her from working is not work related.

Nicki Eke, Legal Department, suggested that the Board defer this item as to allow time for it to be reviewed fully to determine what the individual's limitations are and if they can return to work.

After some discussion of limitations related to her injury on duty, baseline of the injury on duty, non-job related injuries and other things at play regarding federal law, Shannon Hall moved to defer item 13 for two months. Christy Pruitt-Haynes seconded, and the Board approved without objection.

Claire Wells reported to the Board that item 14 has requested to rescind the disability pension approval so they can start their service pension.

It was noted that this individual is currently running out his time and the pro's and con's have been explained to the individual in great detail.

Shannon Hall moved for approval of the request to rescind the disability pension. 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.	ShaRhonda D. Cartwright	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was denied.

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

**REEXAMINATIONS:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
2.	William C. Bryan	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (June 2027), with re-exam at that time.
3.	Stephen M. Crocker	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (June 2027), with re-exam at that time.
4.	Carlene G. Goolsby	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (June 2026), with re-exam at that time.
5.	Nathan R. Hibbs	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (June 2027), with re-exam at that time.
6.	Deborah J. James	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (June 2026), with re-exam at that time.
7.	Christopher W. Littles	Police	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (June 2026), with re-exam at that time.

**REEXAMINATIONS - DEFER:**

	<b>Name</b>	<b>Department</b>	<b>In Line of Duty (IOD) or Medical Disability</b>	<b>Board Action Taken</b>
8.	Julie A. Haynes	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for nine months, (March 2026), with re-exam at that time.
9.	Terika L. Mays	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (August 2025), with re-exam at that time.
10.	Kenneth D. Vetetoe, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (July 2025), with re-exam at that time.

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

**RETURN TO WORK:**

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

**TO BE DETERMINED:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Maria R. Pardue	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one month, (July 2025), with re-exam at that time.
13.	Amber M. Word	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two months, (August 2025), with re-exam at that time.

**ADMINISTRATIVE MATTERS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Richard L. Ellington	Parks	Medical	As moved, seconded, and approved, this disability pension was rescinded.

**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.

Robert Weaver moved for approval of the referrals. Christy Pruitt-Haynes seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Bostic, Chiquitta D.	MNPS	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines
2	Hill, Dennis D.	Fire	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines
3	Jenkins, William E.	NDOT	Pension Approval	Yes	Yes	Likely Meets SSA Guidelines, Listing 11.04B

**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. Jonathan Puckett seconded, and the Board approved without objection.

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Maryanne Morris *	Finance	Finance Mgr	B	05/09/2025	07/01/2025
Peter Wise	MNPS	DRIVER - BUS	B	04/24/2025	05/28/2025
Rickie Corman	Police	Police Officer 2	B	03/13/2025	04/01/2025
Lewis Davidson	MNPS	Support Campus	B	04/25/2025	05/24/2025
Diana Reed	Circuit Court Satellite	Satellite position	B	05/08/2025	07/17/2025
Maria Brewer	Trustee	Seasonal/Part-time/Temporary	B	03/18/2025	04/12/2025
Melissa Maxwell	MNPS	PARA PRO - PRE K GEN ED	B	05/02/2025	05/23/2025
Brent Fisher	Police	Police Officer 2	B	05/08/2025	05/10/2025
Marva Bryant	Public Library	Librarian 2	B	04/23/2025	06/01/2025
Stephanie Klima	Public Library	Custodian	B	03/12/2025	05/02/2025
Jodi Rousculp	County Clerk	Office Support Spec 2	B	03/28/2025	04/05/2025
Jerry Moore Jr	Parks	Park Police Sergeant	B	04/23/2025	07/17/2025
Jane Woodard	MNPS	DRIVER - BUS	B	05/15/2025	04/15/2025
Margo Potter	Codes Administration	Admin Svcs Officer 4	B	02/27/2025	04/14/2025
Charles Judd	MNPS	Para-Pro Ex Ed One to One	B	05/09/2025	05/23/2025
Marietta Carter	MNPS	SECRETARY/CLERK	B	05/09/2025	06/03/2025
Patrick Griffin Jr	Fire	Fire Captain	B	03/06/2025	04/01/2025
Jeffrey Piercey	Fire	Fire Captain	B	03/04/2025	04/01/2025
Brian Face	Fire	Fire Fighter/Paramedic	B	04/28/2025	05/01/2025
Elizabeth Okert	Police	Police Officer 2	B	05/15/2025	06/28/2025
Arthur Owens	Sheriff	Sheriff SORT Commander	B	02/04/2025	04/19/2025
Lisa Fuqua	Water Services	Admin Svcs Mgr	B	04/29/2025	05/24/2025
Angelia Slater	MNPS	Para-Pro Ex Ed One to One	B	04/30/2025	05/31/2025
Paul Cole	Sheriff	Correctional Officer 2	B	04/24/2025	06/02/2025
Kimberly Raymond	MNPS	PARA PRO - PRE K GEN ED	B	04/14/2025	05/30/2025
Denice Simmons *	MNPS	INTERPRETER - LANGUAGE	B	04/17/2025	08/01/2025
Jacqueline Brown *	Juvenile Court Clerk	Office Support Rep 1	B	04/21/2025	04/01/2025
Mickey Dickerson *	Public Library	Office Support Rep 3	B	05/12/2025	07/01/2025
Avonda Brown *	Bordeaux Long Term Care	Nursing Asst -Certified 1	B	05/19/2025	06/01/2025
Charles Ferrell II *	Water Services	Water Maint Supv	B	03/28/2025	06/01/2025
Bonnie Gerdi *	Health	Office Support Spec 1	B	05/12/2025	06/01/2025
Randall Lewis *	Water Services	Cust Svc Field Rep 3	B	05/01/2025	01/01/2020
Georgia Gumm Smith *	District Attorney	Office Support Rep 2	B	04/30/2025	02/01/2020
Sonia Onadeko *	MNPS	DIR - FAMILY RESOURCE CENTER	B	04/03/2025	11/01/2018
Larry Allen *	MNPS	WORKER - CUSTODIAL	B	03/02/2025	12/01/2024
Arthur Patterson Sr *	MNPS	ASST - FOOD SVC	B	04/02/2025	04/01/2025
Clarence Johnson *	MNPS	CUSTODIAN - HEAD	B	04/29/2025	12/01/2020

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
Danny Campbell	Water Services	B	05/01/2025
Ovata Evans	MNPS	B	05/01/2025
Janet Garmon	MNPS	B	05/01/2025
Charles Perry	Parks	B	05/01/2025

### Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Carol Peters	MNPS	Service Without Option	B	01/01/2025	Normal	
Alberta Houston	MNPS	Early Service Without Option	B	04/11/2025	Normal	
Leslie Ryan	Health	Service Without Option	B	04/02/2025	Normal	
Rickie Corman	Police	Iod Disability	B	04/01/2025	Option E	
Niva Smith	MNPS	Service With Option	B	03/29/2025	Option F	
Laurie Lyons	Health	Service With Option	B	04/26/2025	Option F	
Bruce Martin	County Clerk	Service Without Option	B	03/08/2025	Normal	
Maria Brewer	Trustee	Survivor Option From Service	B	04/02/2025	Normal	
Debra Small	Health	Service With Option	B	04/26/2025	Option A	
Lamondo Brown	Sheriff	Iod Disability	B	04/21/2025	Option F	
Jim Nguyen	Metro Action Commission	Service Without Option	B	03/29/2025	Normal	
Jodi Rousculp	County Clerk	Service With Option	B	04/05/2025	Option B	
Michael Moore	Public Works	Medical Disability	B	04/01/2025	Normal	3
Cindy Toby	Sheriff	Service Without Option	B	04/11/2025	Normal	
Margo Potter	Codes Administration	Service With Option	B	04/26/2025	Option F	
Ronald Hennings	MNPS	Service Without Option	B	04/22/2025	Normal	
Timothy Holmes	Fire	P&F Service Pen With Option	B	04/01/2025	Option E	3
Patrick Griffin Jr	Fire	P&F Service Pen With Option	B	04/01/2025	Option B	2
Jeffrey Piercey	Fire	P&F Service Pen With Option	B	04/01/2025	Option A	3
Brian Face	Fire	P&F Service Pen Without Option	B	04/30/2025	Normal	3
Thomas Pomeroy Jr	Fire	P&F Service Pen With Option	B	04/01/2025	Option A	3
Allan Weatherly	Fire	P&F Service Pen Without Option	B	04/07/2025	Normal	1
Susan Cook	Police	Service With Option	B	03/29/2025	Option A	
Michael Kennedy	MNPS	Service With Option	B	02/15/2025	Option D	
Patricia Radley	Circuit Court Satellite	Early Service Without Option	B	03/15/2025	Normal	
Debra Steptoe	MNPS	Service Without Option	B	01/01/2025	Normal	
Barbara Hinch	Circuit Court Satellite	Service Without Option	B	04/01/2025	Normal	
William Evans Jr	Sheriff	Service Without Option	B	01/01/2025	Normal	
Marilan Farley	Parks	Service Without Option	B	01/01/2025	Normal	
Jacqueline Brown	Juvenile Court Clerk	Service Without Option	B	04/01/2025	Normal	
Greta Requierme	MNPS	Service Without Option	B	01/01/2025	Normal	
Sherry Brown	General Hospital	Service Without Option	B	01/01/2025	Normal	
Paula Jones	Police	Service With Option	B	01/01/2025	Option D	
Sonia Onadeko	MNPS	Service With Option	B	01/01/2025	Option A	
Larry Allen	MNPS	Service Without Option	B	01/01/2025	Normal	
Shari Doucette	MNPS	Service Without Option	B	04/01/2025	Normal	
Arthur Patterson Sr	MNPS	Service With Option	B	04/01/2025	Option A	
Doncella Rodgers	MNPS	Service With Option	B	05/01/2025	Option B	
Clarence Johnson	MNPS	Service Without Option	B	01/01/2025	Normal	
Keith Burnett	Health	Service With Option	B	01/01/2025	Option E	

#### Key Codes

##### Options

Normal	Life Annuity	No Option Elected
Option A	Joint & Survivor	100% to Surviving Beneficiary
Option B	Joint & Survivor	50% to Surviving Beneficiary
Option C	Social Security	
Option D	120 Payments	Certain and Life
Option E	Joint & Survivor	100% to Surviving Beneficiary with Pop-Up Feature
Option F	Joint & Survivor	50% to Surviving Beneficiary with Pop-Up Feature

##### Drop Elections

1	1 Year Drop
2	2 Year Drop
3	3 Year Drop

### Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Cheryl Edwards	Health	Gregory Edwards	B	05/10/2025
Kevin Kennedy	Fire	Deborah Kennedy	B	05/01/2025
Ronnie Fleming	MNPS	Barbara Fleming	B	05/07/2025
Jerry Ham	Codes Administration	Deborah Ham	B	05/02/2025
James Avril	MNPD	Judith Avril	B	04/26/2025
Bobby Matthews	Fire	June Matthews	B	05/12/2025
Carolyn Cornwell	Fire	William Cornwell	B	05/15/2025
Thomas Burns	Parks	Kay C Burns	B	04/25/2025
Pricella Wells	Water Services	John Wells	B	05/06/2025
Alejandro Amezcua	MNPS	Sheila Downs	B	05/10/2025

## **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. In line of duty death benefit for Anthony W. McClain.

Christina Hickey reported to the Board that Anthony W. McClain was an active employee classified as a Precinct Commander with the Metro Nashville Police Department and he died on March 9, 2025 of anoxic brain injury, pulmonary embolism, and cardiac arrest according to the death certificate. She stated that under the benefit system, Mr. McClain's beneficiaries are entitled to the basic term life insurance benefit which has been processed and Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Mr. McClain's estate. She stated this request is now being made on behalf of his beneficiary, Gayla McClain. Ms. Hickey stated that in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, a copy of the death certificate and the 101 form on file for the deceased has been provided and the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

Seth Waltenbaugh, Police Department, was present and read a statement on behalf of the spouse.

Robert Weaver moved for approval of the in line of duty death benefit for Anthony W. McClain. B.R. Hall seconded, and the Board approved without objection.

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

Christina Hickey reported to the Board that the Medical & Life Committee met on May 27, 2025 to deliberate on 2 medical care requests. She stated there is one recommendation from the Committee and the other item was deferred to the next Committee meeting. She also stated the Committee meeting minutes are being presented for approval by the Committee members.

Committee Vice-Chair Christy Pruitt-Haynes asked if there were any amendments, corrections, or questions of the minutes from the May 27, 2025 Medical and Life Committee meeting. With no corrections, B.R. Hall moved for approval of the Medical and Life Committee minutes. Robert Weaver seconded, and the Committee minutes were approved without objection.

Christina Hickey reviewed the Committee's actions. She stated that on item 2 the self-insured Cigna HRA plan appeal – Dependent of employee from MNPD the Committee recommended to uphold the denial by Cigna per Metro's plan provisions.

Edna Jones moved to uphold the Committee's recommendation to uphold the denial by Cigna per Metro's plan provisions. B.R. Hall seconded, and the Board approved without objection.

4. Hospital Authority and Metropolitan Nashville Public Schools clinic incentive program review.

Christina Hickey reported to the Board that at the May Study Session, the Board considered the annual review of the Hospital Authority and MNPS clinic incentive programs. She stated the programs are reviewed annually by the Board to ensure there is no adverse impact to the plans as a result of the incentive programs. She also stated the Board will need to determine whether they would like to continue the programs for the 2026 plan year.

4. Hospital Authority and Metropolitan Nashville Public Schools clinic incentive program review. (continued)

B.R. Hall moved to continue the Hospital Authority and MNPS clinic incentive programs. Robert Weaver seconded, and the Board approved without objection.

5. Cigna programs for consideration.

Christina Hickey reported to the Board that at the May 2025 Study Session, the Board reviewed two Cigna programs for medical plan consideration. She stated the two programs are Embarq Benefit Protection program, (which is a gene therapy program to treat rare genetic disorders and conditions once thought to be unstoppable and untreatable) and the Health Matters Care Management program, (which is currently offered as basic and this care management model only requires a limited number of outpatient precertification categories which include radiation therapy, medical oncology, medical injectables, home infusion therapy and private duty nursing). She stated that Cigna now offers the Preferred HMCN and the Preferred model has all the components of the Basic model, but does have more comprehensive outpatient precertification, higher intensity of care coordination, and more customer engagement opportunities. She stated the Board would need to decide if they would like to implement the Embarq Benefit Protection plan and, if approved, establish an effective date. The Board will also need to decide if they would like Metro to remain in Cigna's Basic health care management program or move to the Preferred health care management program.

Kelley Lewis, Deloitte was present for any questions.

After some discussion of whether or not these treatments would be covered by the plan without the programs and costs, B.R. Hall moved for approval of the Embarq Benefit Protection program. Robert Weaver seconded, and the Board approved without objection.

Christy Pruitt-Haynes moved for approval of keeping the Basic HMCN. Jonathan Puckett seconded, and the Board approved without objection.

6. New State Law – Extension of PTSD presumption to law enforcement officers.

Christina Hickey reported to the Board that the Department of Law has provided a Legal memo detailing the new state law effective July 1, 2025, extending the PTSD presumption to law enforcement officers. She stated this memo outlines the key provisions, eligibility criteria, and implications of the legislation.

7. Correspondence:

- a. Utilization report from CIGNA.

Item 7.-a. was for information only.

Paul Huffman, Cigna, addressed the correspondence that was erroneously sent out to members regarding Ascension Saint Thomas no longer being a part of the network. He also stated that a recension letter will be sent to members.

8. Reports for your information:

- a. Denial log from Davies.
- b. Benefit Board expense reports.

Items 8.-a. and 8.-b. were for information only.

9. Late item(s):

There were no late items reported at the meeting.



With nothing further presented, the meeting adjourned at 10:49 a.m.

ATTEST:

APPROVED:

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

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**Edna J. Jones, Chair**  
**Employee Benefit Board**