

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 1, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 1, 2025 in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, 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, and Robert Weaver.

Member Jenneen Reed was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Hannah Zeitlin, 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 June 3, 2025. With no corrections, nothing further was noted and B.R. Hall moved for approval. Jonathan Puckett 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 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 request, item 1 for the length of time as recommended.

After some discussion of all the symptoms being related to the work related injury, Christy Pruitt-Haynes moved for approval of the recommendation to approve the disability pension new requests, item 1 for the length of time as recommended. 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 5 for the length of time as recommended.

After some discussion of the disabling conditions being related to mental health diagnoses and if they are related to the injury on duty for item 5, the prognosis for item 4 and changing item 2 from injury on duty to medical, Shannon Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 2 through 5 for the length of time as recommended. Christy Pruitt-Haynes seconded, and the Board approved without objection.

It was also noted that all 101 Forms be provided for injury on duty cases.

Dr. Kenton Dodd reported to the Board that on items 6 through 9, he requests a deferral for the length of time as recommended. Robert Weaver moved for approval of the request to defer items 6 through 9 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

There was some discussion regarding getting medical records in a timely fashion, Board policies and suspension of the check if they do not comply.

*Denotes the arrival of G. Thomas Curtis.

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

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work.

Byron Grizzle, Sheriff's Office, was present and stated they are able to return her to work.

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

Hannah Robinson reported to the Board that items 11 and 12 have 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 approvals, items 11 and 12 to be removed from the reexam list with no further review. Robert Weaver seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Seth R. Rogers	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (February 2026), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	Colin K. Feeney	Police	Medical	As moved, seconded, and approved, this disability pension was continued as medical for seven months, (February 2026), with re-exam at that time.
3.	Tracy A. Silvage	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (July 2027), with re-exam at that time.
4.	Connor A. Thompson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (July 2026), with re-exam at that time.
5.	Keneth D. Vetetoe, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for (July 2026), with re-exam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Joseph E. Francescon	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (September 2025).

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
7.	Maria R. Pardue	Fire	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month, (August 2025).
8.	Mervat M. Sayeh	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for three months, (October 2025).
9.	Mariah C. Tripp	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (September 2025).

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Amber M. Rumsey	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

SOCIAL SECURITY APPROVALS - REMOVE FROM THE REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Chad D. Barnes	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
12.	Jackie A. Vanatta	Metropolitan Nashville Public Schools	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.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
10	Veteto, Kenneth D., Jr.	NDOT	Pensioner Request	No	No	Retained Attorney-Representative

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
Caroline Mgbemere *	General Hospital	Registered Nurse	B	06/20/2023	08/01/2020
Douglas Gallagher	Fire	Fire Fighter 2	B	05/16/2025	05/17/2025
Sherry Lammers	Criminal Court Clerk	Deputy Criminal Ct Clerk 5	B	06/11/2025	07/11/2025
Joan Martin	Codes Administration	Admin Svcs Officer 3	B	06/10/2025	06/14/2025
David Quaintance	MNPS	SPEC - SUPPORT TECH DP	B	05/28/2025	07/01/2025
Reba Hayes	MNPS	CASHIER - CLUSTER LD	B	05/13/2025	05/24/2025
Janice Fletcher	MNPS	DRIVER - BUS	B	04/28/2025	05/25/2025
Angela Reed	MNPS	SECRETARY/CLERK	B	05/29/2025	08/07/2025
Doris Johnson	MNPS	Para-Pro Ex Ed One to One	B	06/16/2025	05/23/2025
Jeffery Durham	MNPS	SKILL LABORER - PAINTING SR	B	05/18/2025	06/28/2025
Patsy Upchurch	MNPS	SPEC - SUPPORT TECH DP	B	06/16/2025	07/10/2025
Richard Ellington	Parks	Park Police Sergeant	B	05/27/2025	05/31/2025
Tamera Gordon	Human Resources	Human Resources Analyst Senior	B	04/15/2025	06/01/2025
Christopher Anderson	MNPS	MGR - PURCHASING	B	04/29/2025	05/30/2025
Christopher Henson	MNPS	Chief Special Projects	B	05/20/2025	07/01/2025
Tonya Hatten	Health	Health Manager 3	B	04/11/2025	05/23/2025
Lee Nelson li	Water Services	Admin Svcs Officer 3	B	06/02/2025	07/14/2025
Terrance Demarest	Police	Police Sergeant	B	06/04/2025	07/29/2025
Georgia Varble	Public Library	Admin Svcs Officer 3	B	06/18/2025	07/19/2025
Bridget Griepentrog	Police	Police Officer 2	B	05/28/2025	06/21/2025
Lisa Steelman	Public Works	Admin Svcs Officer 4	B	05/16/2025	05/31/2025
Raymond Hand	Water Services	Technical Specialist 1	B	06/16/2025	06/14/2025
Kevin Thompson	Sheriff	Sheriff Prisoner Processor 1	B	05/22/2025	07/01/2025
John Holliman Jr	Sheriff	Correctional Officer Lieut	B	06/12/2025	07/30/2025
Eric Trotter	Sheriff	Housing Assignment Spec-DCSO	B	05/28/2025	05/31/2025
Michael Hudson	Fire	Fire Engineer	B	06/18/2025	07/17/2025
Jon Sain	Fire	Fire District Chief	B	06/06/2025	06/03/2025
Joseph Ward	Fire	Fire Engineer	B	06/17/2025	07/12/2025
John Cox	Fire	Fire Captain	B	05/23/2025	07/15/2025
Abdelghani Barre	Social Services	Special Projects Mgr	B	06/04/2025	08/01/2025
Julius Gallon	Police	Police Officer 2	B	05/29/2025	07/29/2025
Timothy Kincaid	Parks	Custodial Svcs Supv	B	05/21/2025	08/20/2025
Alison Butler	Health	Public Health Nurse 1	B	06/11/2025	08/01/2025
William Walls *	Police	Police Officer 2	B	06/09/2025	11/01/2024
Jerry Clark *	Sheriff	Correctional Officer 2	B	06/18/2025	08/01/2024
Sonia Larkin *	MNPS	ASST - FOOD SVC	B	06/02/2025	04/01/2024
Sipan Barwari *	MNPS	WORKER - CUSTODIAL	B	05/09/2025	07/01/2025
Veronica Hill *	MNPS	CUSTODIAN - LD	B	05/30/2025	05/01/2025
Abdulsalam Garmavi *	MNPS	WORKER - CUSTODIAL	B	06/09/2025	07/01/2021
Helen Brown *	MNPS	DRIVER - BUS TRAINEE	B	04/01/2025	05/01/2025
Ronnell Gray *	MNPS	MONITOR - SCHOOL BUS	B	05/21/2025	06/01/2025
Connie Espy *	MNPS	ASST - SCHOOL GENERAL	B	05/29/2025	07/01/2025
Patricia Brooks *	Planning Commission	Admin Svcs Officer 3	B	05/19/2025	06/01/2025
Barbara Morrison *	Bordeaux Long Term Care	Hospital Administrator	B	05/27/2025	12/01/2023
Eric Robertson *	Bordeaux Long Term Care	Physical Therapy Asst-Pool	B	06/04/2025	11/01/2023
Beverly Simpson *	General Hospital	Phlebotomy Specimen Proc Tech	B	05/28/2025	08/01/2022
Trudy Brown *	Sheriff	Sheriff Prisoner Processor 1	B	05/28/2025	11/01/2020
Sandra Hunter *	General Hospital	Dir of PR and Comm Outreach	B	06/16/2025	06/01/2025
Darlene Alley *	Police	School Crossing Guard	A	05/27/2025	02/01/2022
William Dwyer *	Police	Police Officer 2	B	05/28/2025	04/01/2025
Ian Memsah *	Bordeaux Long Term Care	Dietary Spec	B	06/17/2025	10/01/2024

* Deferred Benefit

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Jennifer Daniel	Fire	B	06/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Darlene Alley	Police	Service Without Option	A	01/01/2025	Normal	
Lisa Fuqua	Water Services	Service Without Option	B	05/24/2025	Normal	
Peter Wise	MNPS	Service With Option	B	05/28/2025	Option E	
Sandra Pryor	MNPS	Service Without Option	B	02/12/2025	Normal	
Janice Fletcher	MNPS	Service With Option	B	05/28/2025	Option D	
Lewis Davidson	MNPS	Service Without Option	B	05/23/2025	Normal	
Carmen Jones	MNPS	Service With Option	B	05/24/2025	Option F	
Margaret Pond	MNPS	Service With Option	B	05/23/2025	Option F	
Sybil Pruitt	Sheriff	Service Without Option	B	05/01/2025	Normal	
Richard Ellington	Parks	Early Service With Option	B	05/28/2025	Option A	
Tamera Gordon	Human Resources	Service With Option	B	05/27/2025	Option F	
Brent Fisher	Police	Early Service With Option	B	05/10/2025	Option A	
Tonya Hatten	Health	Service Without Option	B	05/23/2025	Normal	
Stephanie Klima	Public Library	Service With Option	B	05/03/2025	Option F	
Troy Johnson	Parks	Service With Option	B	05/23/2025	Option A	3
David Ervin	Water Services	Service With Option	B	05/10/2025	Option B	1
James Green	Water Services	Early Service Without Option	B	05/17/2025	Normal	
Jane Woodard	MNPS	Service Without Option	B	04/17/2025	Normal	
Carolyn Walton	Police	Service Without Option	B	03/29/2025	Normal	
Barbara Blades	Sheriff	Service Without Option	B	05/02/2025	Normal	
Christy Perez	Emergency Communication Center	Service With Option	B	05/16/2025	Option F	
Darlene Spangler	Sheriff	Service Without Option	B	04/18/2025	Normal	
Denise Walsh	Emergency Communication Center	P&F Service Pen Without Option	B	05/01/2025	Normal	
Arthur Owens	Sheriff	P&F Service Pen With Option	B	04/19/2025	Option E	3
Veronica Ivey	MNPS	Service Without Option	B	02/11/2025	Normal	
Sonia Larkin	MNPS	Service Without Option	B	01/01/2025	Normal	
Murray Craig	MNPS	Service Without Option	B	06/01/2025	Normal	
Ronnell Gray	MNPS	Service Without Option	B	06/01/2025	Normal	
Barbara Morrison	Bordeaux Long Term Care	Service With Option	B	01/01/2025	Option B	
Avonda Brown	Bordeaux Long Term Care	Service Without Option	B	06/01/2025	Normal	
Charles Ferrell Ii	Water Services	Service With Option	B	06/01/2025	Option B	
Bonnie Gerdi	Health	Service With Option	B	06/01/2025	Option A	
Iris Burnett	Metro Action Commission	Service With Option	B	06/01/2025	Option D	
Randall Lewis	Water Services	Service Without Option	B	01/01/2025	Normal	
Georgia Gumm Smith	District Attorney	Service With Option	B	01/01/2025	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 – None to report

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

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Leticia Holman	MNPS	Jonnis Thompson	B	05/22/2025
Mary Sowder	MNPS	James D. Sowder	B	06/03/2025
Charles Griffith	Parks	Rita Griffith	A	06/09/2025
Bernard Godin	Fire	Quindal Goodin	A	06/14/2025
Joel Waltenbaugh	Information Technology Service	Katrina Waltenbaugh	B	06/12/2025
Bobby Hunter	Sheriff	Beverly Hunter	B	06/12/2025
Esker Dillehay	Fire	Vickie Dillehay	B	05/23/2025
Stephen Smotherman	MNPD	Valeria Smotherman	B	05/14/2025
David Penix	MNPS	Gina Penix	B	05/29/2025

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

Christina Hickey reported to the Board that the Payroll Committee met on June 9, 2025 to deliberate on one urgent appeal for reinstatement of health insurance coverage - Fadumo S. Ibrahim. She stated the Committee recommended to uphold the denial as stated under the Board's policy, but if additional information is received on or before the July 1, 2025 Board meeting from the appellant's bank that demonstrates payment attempts that it could be considered by the full Board. She stated that as of the writing of this report, Finance nor Human Resources have received any additional information from the appellant. She also stated the minutes from that meeting 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 June 9, 2025 Payroll Committee meeting. With one correction, B.R. Hall moved for approval of the Payroll Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

The pensioner was not present.

Kevin Brown and Innocent Dargbey, Finance, were present to answer any questions

B.R. Hall moved to uphold the denial as stated under the Board's policy. Jonathan Puckett seconded, and the Board approved without objection.

3. 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 June 17, 2025 to deliberate on one pension waiver of overpayment. She stated the Committee recommended to approve the pension overpayment 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. She also noted that the Committee also made a recommendation to request that a representative from the Metropolitan Nashville Public Schools, (MNPS), Charter School office be invited

3. Pension Committee report: (continued)

to the July 1 Board meeting to answer questions surrounding this issue. Ms. Hickey stated the minutes from that meeting 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 June 17, 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.

The pensioner was present.

Dylan Lynch, Human Resources, was present.

Ashley Roberts, MNPS, was present.

A representative from the MNPS Charter Schools office was not present.

Jonathan Puckett moved for approval of the recommended to approve the pension overpayment 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 Board approved without objection.

4. Group vision administration services request for proposals.

Christina Hickey reported to the Board that the Purchasing Department has recently concluded the procurement process for Metro's Group Vision administration services and will be updating the Board.

Dennis Roland and Scott Ferguson, Purchasing, were present. Scott Ferguson reviewed the procurement process. He stated four proposals were received including the incumbent and an intent to award was issued to the National Vision Administrators, LLC.

B.R. Hall moved for approval of the award. Jonathan Puckett seconded, and the Board approved without objection.

5. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board that this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans referenced in Section 2 of the resolution – the former City of Nashville pension plan and the former Davidson County pension plan. She stated this increase is built into the Metro Code and cannot be adjusted without a change to the Code. Ms. Hickey stated that as a result of the 2.39% increase in the Consumer Price Index, a cost of living adjustment increase of 2.50% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2025.

Kevin Sullivan, USI, was present for any questions.

After some discussion of how many retirees remain in the plans, B.R. Hall moved for approval of a cost of living adjustment increase of 2.50% to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2025. Jonathan Puckett seconded, and the Board approved without objection.

6. Medicare Advantage plan rates for 2026.

Christina Hickey reported to the Board that the 2026 Medicare Advantage plan rates for UnitedHealthcare (UHC) and Humana are being presented by USI for the Board's consideration and approval. She noted these rates will be effective January 1, 2026.

Joseph Meyers and Lauren Chrisman, USI, were present. Joe Meyers noted that representatives from both companies are also present.

6. Medicare Advantage plan rates for 2026. (continued)

Joseph Meyers gave an overview of the plans.

Lauren Chrisman reviewed current participation in the plans, enhancements to the plans, how the rate is calculated, the rate history and the increase in the premium.

Shannon Hall moved for approval of the recommended rate increases for the Medicare Advantage plans, (22% for Humana and 11% for UHC), for 2026. Robert Weaver seconded, and the Board approved without objection.

7. Correspondence:

- a. Utilization report from CIGNA.

Item 7.-a. was for information only.

Paul Huffman and Corey Riggs, Cigna, addressed the Boards concerns regarding the negotiations with HCA.

8. Reports for your information:

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

Items 8.-a. through 8.-d. 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 10:41 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board