

## **MINUTES**

### **METROPOLITAN EMPLOYEE BENEFIT BOARD**

**August 5, 2025**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 5, 2025 in the Metropolitan Nashville Public Schools Board Room, 2601 Bransford Avenue, Nashville, Tennessee, at approximately 9:38 a.m.

Benefit Board members: Chair: Edna J. Jones; Members: G. Thomas Curtis, B.R. Hall, Sr., Shannon B. Hall, Jonathan Puckett, \*Jenneen Reed and Robert Weaver.

Vice Chair Christy Pruitt-Haynes and Member Harold W. Finch, II were 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 July 1, 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 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 requests, items 1 and 2, 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 and 2 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Edna Jones noted that new information has been provided for the reconsiderations.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexaminations, items 3 through 8 for the length of time as recommended with case management services where noted. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 8 for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

The employee was not present for item 9.

Byron Grizzle, Sheriff's Office, was present.

Dr. Kenton Dodd reported to the Board that on item 9 they have not received any new medical information, however, there were some legal concerns raised by the Board.

There was some discussion regarding the legal clarification provided from the Legal Department.

There was some discussion of whether or not her permanent restrictions are related to the in line of duty injury, the lack of information presented from the peer review, the delay of treatment for the injury on duty due to another medical condition that is temporary and how the record conflicts with one record indicating no restrictions.

\*Denotes the arrival of Jenneen Reed.

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

Dr. Kenton Dodd stated that the medical evidence he reviewed from the peer review indicated that the job-related injury was less likely than 50 % related to the work injury and the current impairments are not related to the in line of duty injury.

Kim Binkley, Davies, stated that there are several pages to the peer review where causation was addressed and reviewed.

There was some discussion of there being no evidence that would refute the current medical record, the injury on duty issues being resolved and whether or not it's clear that the pensioner can return to work due to non-job-related issues.

Nicki Eke, Legal Department, reviewed the Board's options as it relates to this case. She stated that the Board would have to determine that based on the information in the record that the injury on duty has completely resolved and there are no restrictions present that pertain to the injury on duty.

After some discussion of returning the individual to work and ADA accommodations, Jonathan Puckett moved for approval of a return to work on item 9. Robert Weaver seconded.

Byron Grizzle, Sheriff's Office, stated that with the 15-pound permanent lifting restriction it will be difficult for them to accommodate.

After some discussion regarding accommodations, not being eligible for a medical disability pension and restrictions, Jonathan Puckett amended his motion on item 9 of return to work with no documented injury on duty restrictions and noting there are other restrictions not related to the injury on duty that may be in the record and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on items 10 through 12, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 10 through 12 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

The disability pensioner was not present for item 13.

Charles Boddie, Nashville Department of Transportation, (NDOT), was present.

Dr. Kenton Dodd reported to the Board that on item 13 he recommends approval of return to work with restrictions. B.R. Hall moved for approval of the recommendation of return to work. Jonathan Puckett seconded, and the Board approved without objection.

It was reported to the Board that item 14 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 14 to be removed from the reexam list with no further review. Tom Curtis seconded, and the Board approved without objection.

The employee was not present for item 2 under Benefit Board items.

On item 2 under Benefit Board items - Reconsideration for IOD pension for employee from Metro Nashville Public Schools (MNPS), Dr. Kenton Dodd stated that additional medical information was received however, it supported the initial recommendation. He also noted that the new information indicates that the physician is recommending a return to work and that the original denial be upheld.

Christina Hickey reviewed the procedures for an item to be reconsidered.

After clarification that new medical information was presented B.R. Hall moved for reconsideration of item 2 under Benefit Board items - Reconsideration for IOD pension for employee from Metro Nashville Public Schools (MNPS). Robert Weaver seconded, and the Board approved without objection.

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

Dr. Kenton Dodd stated that the medical information indicates that the physician currently recommends a return to work.

B.R. Hall moved that the original denial be upheld. Jonathan Puckett seconded, and the Board approved without objection.

The employee was not present for item 3 under Benefit Board items

After clarification that no new medical information was presented on item 3 under Benefit Board items - Reconsideration for Return to work with no restrictions for employee from Fire Department there was no motion for reconsideration.

**NEW REQUESTS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	George K. Johnson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (March 2026), with re-exam at that time.
2.	Lisa M. King	Parks	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (March 2026), with re-exam at that time.

**REEXAMINATIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Joshua T. Jent	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for seven months, (March 2026), with re-exam at that time.
4.	Daniel D. Newbern	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (August 2026), with re-exam at that time.
5.	Tanisia Osborne	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued with vocational case management for seven months, (March 2026), with re-exam at that time.
6.	Maria R. Pardue	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for seven months, (March 2026), with re-exam at that time.
7.	Allataye A. Russ	Juvenile Court	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (August 2026), 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.	Brooke D. Tyce	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam at that time.
9.	Amber M. Word	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

**REEXAMINATIONS - DEFER:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Natalie L. Duffield	Fire	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for two months, (October 2025), with re-exam at that time.
11.	Richard S. Ford	Police	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (September 2025), with re-exam at that time.
12.	Christopher Oliver	Water	Medical	As moved, seconded, and approved, this disability pension re-exam was deferred for one month, (September 2025), with re-exam at that time.

**RETURN TO WORK WITH RESTRICTIONS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Terika L. Mays	Nashville Department of Transportation	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
14.	James G. Gray, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

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

**RECONSIDERATIONS:**

**NEW REQUEST – ITEM 2 UNDER BENEFIT BOARD ITEMS:**

	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 request for reconsideration was denied.

**RETURN TO WORK – ITEM 3 UNDER BENEFIT BOARD ITEMS:**

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
2.	LaTroy D. Boseman	Fire	In Line of Duty	There was no motion for reconsideration.

**SOCIAL SECURITY REFERRALS:**

Dr. Kenton Dodd reported to the Board that there are no referrals.

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

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

**Service**

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Kristen Dyer Vanderkooi *	Police	Police Officer 2	B	07/21/2025	12/01/2022
Darrin Jones	MNPS	SPEC - BEHAVIOR LD (BCBA)	B	04/16/2025	06/02/2025
Debra Brooksher	MNPS	MONITOR - SCHOOL BUS	B	06/02/2025	05/23/2025
Angela Carter	MNPS	ASST - FOOD SVC	B	07/08/2025	07/25/2025
Delinda Vogel	MNPS	DRIVER - BUS	B	07/15/2025	07/28/2025
Pamela Coleman	MNPS	MGR - FOOD SERVICE III	B	06/03/2025	05/24/2025
Kelly Cooper	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	05/29/2025	07/11/2025
Granville France	MNPS	PARA-PRO - EX ED	B	07/21/2025	05/24/2025
Howard Mcadory	MNPS	ANALYST - DATA OPS	B	04/07/2025	06/26/2025
Vicki Johnson	Register of Deeds	Satellite position	B	06/25/2025	07/14/2025
Darleen Mcclung	Sheriff	Technical Specialist 2	B	07/16/2025	11/01/2025
Wallace Palmer	Fire	Fire Fighter 2	B	07/16/2025	09/03/2025
Barbara Hagman	Finance	Finance Mgr	B	07/11/2025	09/20/2025
Wilma Sullivan	Codes Administration	Admin Svcs Officer 2	B	07/16/2025	07/22/2025
Tondaleya Jobe	MNPS	Coach Advocacy Center	B	06/27/2025	06/28/2025
Kip Culberson	Public Library	Custodian	B	06/28/2025	08/02/2025
Wanda Barr	Health	Program Spec 3	B	05/20/2025	10/03/2025
Patricia Hanson	MNPS	Para-Pro Ex Ed One to One	B	07/16/2025	05/23/2025
Stephan Kivett	Codes Administration	Urban Forestry Chief	B	06/25/2025	08/08/2025
Russell Ward	Police	Police Officer 2	B	05/14/2025	06/26/2025
Aubrey Whitworth Jr	Parks	Park Police 2	B	07/10/2025	10/02/2025
Darrell Howse	Parks	Park Police 2	B	07/15/2025	08/15/2025
Stephen Munson	Parks	Golf Course Mgr	B	07/22/2025	10/18/2025
Randall Jones	General Services	General Services Assistant Dir	B	06/26/2025	08/02/2025
Betty Bailey	General Sessions Court	Office Support Spec 1	B	07/07/2025	07/18/2025
Robert Burdette Jr	Fire	Fire Captain	B	06/23/2025	06/29/2025
Jean McCormack	Police	Police Officer 2-Fld Trng Ofcr	B	07/09/2025	08/01/2025

**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
Amy Griffith Taylor	Police	Police Crisis Counseling Supv	B	03/17/2025	03/21/2025
James Snyder	Water Services	Special Projects Mgr	B	07/23/2025	10/01/2025
Barbara Bolen	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	05/02/2025	07/01/2025
Jacquetta Harris	MNPS	DRIVER - BUS	B	06/25/2025	05/23/2025
Nancy Hammons *	MNPS	LIBRARIAN - SECONDARY	B	07/01/2025	08/01/2025
Keisha Caphart *	MNPS	SECRETARY/CLERK	B	07/02/2025	07/01/2025
Brenda Bernards *	Planning Commission	Planner 3	B	06/13/2025	08/01/2025
James Maxwell *	General Services	Equip Mechanic Leader	B	06/20/2025	05/01/2025
Jacquelyn Carter *	MNPS	DRIVER - BUS	B	07/11/2025	08/01/2025
Tammy Smith *	Sheriff	Office Support Rep 2	B	06/30/2025	08/01/2025
Brian Davis *	Juvenile Court	Warrant Officer 2	B	07/14/2025	06/01/2024
Alvin Malone *	State Trial Courts	Judicial Asst 1	B	07/17/2025	02/01/2025
Danny Dixon *	MNPS	SUPV - CAMPUS	B	07/08/2025	08/01/2023
Shawkat Hirori *	MNPS	WORKER - CUSTODIAL	B	07/07/2025	06/01/2025
Guy Morgan *	MNPS	MGR - TRANSPORTATION	B	07/09/2025	08/01/2025
Deborah Scudder *	MNPS	DRIVER - BUS	B	02/01/2025	04/01/2025
Sheron Garrett-Dickerson *	County Clerk	Deputy Clerk 1	B	05/30/2025	05/01/2025
Jinxing Gould *	MNPS	DEVELOPER - SOFTWARE	B	06/13/2025	07/01/2025
Bengin Suleiman *	MNPS	WORKER - CUSTODIAL	B	07/14/2025	01/01/2017

\* Deferred Benefit

**Disability to service**

Employee	Department	Plan A/B	Effective Date of Conversion
George Rabasca	Public Works	B	07/01/2025
Stief Fuller	Fire	B	07/01/2025
Horace Temple Jr	Police	B	07/01/2025

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Caroline Mgbemere	General Hospital	Service Without Option	B	01/01/2025	Normal	
Sarah Cox	MNPS	Service Without Option	B	05/28/2025	Normal	
Douglas Gallagher	Fire	P&F Service Pen Without Option	B	05/17/2025	Normal	
David Quaintance	MNPS	Service With Option	B	07/01/2025	Option B	
Courtney Artis	MNPS	Service Without Option	B	06/11/2025	Normal	
Rebecca Hickey	MNPS	Service With Option	B	05/23/2025	Option E	
Reba Hayes	MNPS	Service With Option	B	05/24/2025	Option F	
Pamela Coleman	MNPS	Service With Option	B	05/24/2025	Option A	
Lloyd Palms	MNPS	Service With Option	B	01/01/2025	Option B	
Letanya Birdsong	MNPS	Service Without Option	B	06/03/2025	Option E	
Kathryn Cutright	MNPS	Early Service With Option	B	05/23/2025	Option A	
Jeffery Durham	MNPS	Service Without Option	B	06/28/2025	Normal	
Ronnie Wright	MNPS	Service With Option	B	05/24/2025	Option F	3
Howard Mcadory	MNPS	Service With Option	B	06/27/2025	Option E	
Debbie Pruitt	MNPS	Service With Option	B	06/13/2025	Option F	
James Burris	MNPS	Early Service With Option	B	05/31/2025	Option F	
Lee Ratcliff	Register of Deeds	Service Without Option	B	05/31/2025	Normal	
Melissa Maxwell	MNPS	Service Without Option	B	05/23/2025	Normal	3
Christopher Anderson	MNPS	Service Without Option	B	05/30/2025	Normal	3
Christopher Henson	MNPS	Early Service With Option	B	07/01/2025	Option A	
Kendra Young	MNPS	Early Service With Option	B	05/24/2025	Option B	
Marva Bryant	Public Library	Service Without Option	B	05/31/2025	Normal	
Shelia Davis	MNPS	Service Without Option	B	05/23/2025	Normal	3
Lisa Steelman	Public Works	Service With Option	B	05/31/2025	Option A	
Raymond Hand	Water Services	Early Service Without Option	B	06/14/2025	Normal	
Kevin Thompson	Sheriff	P&F Service Pen Without Option	B	07/01/2025	Normal	1
Michael Matlock	Assessor of Property	Service With Option	B	05/31/2025	Option A	1

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

**Options Elected**

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Eric Trotter	Sheriff	Service With Option	B	05/31/2025	Option F	
Robert Runnels	Sheriff	P&F Service Pen Without Option	B	04/16/2025	Normal	3
Charles Judd	MNPS	Service Without Option	B	05/23/2025	Normal	
Marietta Carter	MNPS	Service Without Option	B	06/04/2025	Normal	
Jon Sain	Fire	P&F Service Pen With Option	B	06/03/2025	Option A	3
Robert Burdette Jr	Fire	P&F Service Pen With Option	B	06/30/2025	Option F	3
Debra Marnhout	State Trial Courts	Service With Option	B	06/21/2025	Option F	3
Annette Presley	Police	Service Without Option	B	05/23/2025	Normal	
Elizabeth Okert	Police	P&F Service Pen With Option	B	06/28/2025	Option A	
Rosalind Williams	MNPS	Service Without Option	B	05/23/2025	Normal	
Leann Fitzgerald	MNPS	Service With Option	B	05/23/2025	Option F	
Angelia Slater	MNPS	Service Without Option	B	05/23/2025	Normal	
Paul Cole	Sheriff	Early Service Without Option	B	06/02/2025	Normal	
Kimberly Raymond	MNPS	Early Service Without Option	B	05/23/2025	Normal	
Barry Pruitt	MNPS	Service With Option	B	06/13/2025	Option F	
Frozone Hayes	MNPS	Service Without Option	B	05/23/2025	Normal	
Connie Espy	MNPS	Service With Option	B	07/01/2025	Option B	
Sabiha Barwari	MNPS	Service With Option	B	01/01/2025	Option E	
Maryanne Morris	Convention Center Authority	Service Without Option	B	07/01/2025	Normal	
Eric Robertson	Bordeaux Long Term Care	Service Without Option	B	01/01/2025	Normal	
Beverly Simpson	General Hospital	Service With Option	B	01/01/2025	Option D	
Trudy Brown	Sheriff	Service Without Option	B	01/01/2025	Normal	
William Dwyer	Police	Service With Option	B	04/01/2025	Normal	
Ladonna Palms	Police	Service With Option	B	01/01/2025	Option B	
Helen Brown	MNPS	Service Without Option	B	05/01/2025	Normal	
Abdulsalam Garmavi	MNPS	Service With Option	B	01/01/2025	Option A	
Shawkat Hirori	MNPS	Service With Option	B	06/01/2025	Option B	
Veronica Hill	MNPS	Service With Option	B	05/01/2025	Option A	
Deborah Scudder	MNPS	Service Without Option	B	04/01/2025	Normal	
Jerry Clark	Sheriff	P&F Service Pen With Option	B	01/01/2025	Option A	
Sheron Garrett-Dickerson	County Clerk	Service Without Option	B	05/01/2025	Normal	
Ian Memsah	Bordeaux Long Term Care	Service Without Option	B	01/01/2025	Normal	
Jinxing Gould	MNPS	Service Without Option	B	07/01/2025	Normal	
William Walls	Police	P&F Service Pen Without Option	B	05/01/2025	Normal	
Bengin Suleiman	MNPS	Service Without Option	B	01/01/2017	Normal	

<u>Key Codes</u>	
<u>Options</u>	<u>Drop Elections</u>
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
Kevin Hymer	Fire	B	QDRO Pensioner
Phillip Murphy	MNPD	B	QDRO Non Pensioner
Renee Murphy	MNPS	B	QDRO Pensioner
Jason Duncan	Fire	B	QDRO Non Pensioner

**Survivor**

Employee	Department	Survivor Name	Plan A/B	Effective Date
Donna Dickson	MNPS	Thomas E Dickson Jr.	B	06/29/2025

**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
James French	Water Services	Lillian French	B	07/08/2025
Franklin Harris Jr	Fire	Angela Harris	B	06/26/2025
Berle Wilson	Fire	Emma Wilson	B	06/29/2025
Kerwin Strong	Information Technology Service	Damon Jefferson	B	07/25/2025
Roy Davis	Codes Administration	Glenda Davis	B	07/05/2025
Larry Lander	Police	Pamela Lander	B	07/22/2025
Rex Davenport	Police	Connie Davenport	B	07/06/2025
Loretta Shelton	MNPS	Robert Shelton Jr.	B	06/14/2025
Robert Stewart	MNPS	Peggy Stewart	B	07/04/2025
Herbert Holt	Public Works	Carolyn Holt	B	06/15/2025
Billy Denton Sr	Unknown	Sheila Denton	A	06/23/2025

**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. Reconsideration for IOD pension for employee from Metro Nashville Public Schools (MNPS).

This item was acted upon accordingly under Section C – Disability Pensions.

3. Reconsideration for Return to work with no restrictions for employee from Fire Department.

This item was acted upon accordingly under Section C – Disability Pensions.

4. Dependent Care Flexible Spending Account (DCFSA) contribution limit increase.

Christina Hickey reported to the Board that the One Big Beautiful Bill, effective for plan year beginning January 1, 2026, increases the Dependent Care Flexible Spending Account (DCFSA) contribution limit from \$5,000 to \$7,500 for individuals or married couples filing jointly, and from \$2,500 to \$3,750 for married individuals filing separately. She stated the current cafeteria plan document explicitly specifies a \$5,000 limit for DCFSAs, which would necessitate a change to align with the new statutory limit. Unlike the Health Care Flexible Spending Account (HCFSA) which includes a provision for automatic adjustments and escalations, the DCFSA section of the plan document lacks this flexibility. She stated that Human Resources recommends that the Benefit Board approve a change to the cafeteria plan document to reflect the new DCFSA contribution limit of \$7,500 (\$3,750 for married filing separately) as well as automatic escalations effective January 1, 2026.

B.R. Hall moved for approval of the change to the cafeteria plan document to reflect the new DCFSA contribution limit of \$7,500 (\$3,750 for married filing separately) as well as automatic escalations effective January 1, 2026. Robert Weaver seconded, and the Board approved without objection.

5. Correspondence:

- a. Utilization report from CIGNA.

This item was for information only.



Paul Huffman, Cigna, was present and gave an update on the agreement with HCA.

There was also some discussion regarding other major contracts and expiration dates.

6. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Denial log from Davies.
- d. Benefit Board expense reports.
- e. Privacy notice.
- f. TN Open Meetings Act.

Items 6.-a. through 6.-f. 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 10:28 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**