

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 2, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 2, 2025 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:34 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, Jenneen Reed and Robert Weaver.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Courtney Mohan, 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 August 5, 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.

Edna Jones noted that there was additional information on item 2 and for the Medical & Life Committee report.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 through 3, 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 3 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 a denial of the disability pension new request, item 4 as the impairment is not related to her in line of duty condition and she does not have enough time to qualify for a medical disability pension. Shannon Hall moved for approval of the recommendation to deny the disability pension new request, item 4. B.R. Hall seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he received additional information for an approval, and he recommends approval for continuing the disability pension reexaminations, items 5 through 9 and 11 for the length of time as recommended. Robert Weaver moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 9 and 11 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

*Denotes the arrival of Harold Finch.

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

Dr. Kenton Dodd reported to the Board that on item 13 he recommends approval of return to work in a non-sworn position with a salary supplement.

Jamie Summers, Fire Department, was present.

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

The disability pensioner was also present.

Shannon Hall moved for approval of item 13 the request to return to work in a non-sworn position with a salary supplement. B.R. Hall seconded and the Board approved without objection.

NEW REQUESTS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|------------------------|---------------------------------------|---|--|
| 1. | Shelia D. Ferguson | Sheriff's Office | In Line of Duty | As moved, seconded, and approved, this disability pension request was approved for seven months, (April 2026), with reexam at that time. |
| 2. | Robert J. Higgins, Jr. | Police | In Line of Duty | As moved, seconded, and approved, this disability pension request was approved for seven months, (April 2026), with reexam at that time. |
| 3. | Austin T. Rohrman | Sheriff's Office | In Line of Duty | As moved, seconded, and approved, this disability pension request was approved for one year, (September 2026), with reexam at that time. |
| 4. | Shervella R. Ingram | Metropolitan Nashville Public Schools | In Line of Duty | As moved seconded, and approved, this disability pension request was denied. |

REEXAMINATIONS:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|----|-------------------|---------------------------------------|---|--|
| 5. | Richard S. Ford | Police | Medical | As moved, seconded, and approved, this disability pension was continued for two years, (September 2027), with reexam at that time. |
| 6. | Justin T. Hays | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for two years, (September 2027), with reexam at that time. |
| 7. | Amanda C. McKell | Metropolitan Nashville Public Schools | Medical | As moved, seconded, and approved, this disability pension was continued for one year, (September 2026), with reexam at that time. |
| 8. | Kendall B. Murphy | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for one year, (September 2026), with reexam at that time. |
| 9. | Mariah C. Tripp | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for one year, (September 2026), with reexam at that time. |

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 |
|-----|-----------------------|------------|---|--|
| 10. | Joseph E. Francescon | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension reexam was deferred for five months, (February 2026) with reexam at that time. |
| 11. | Timothy B. Lee | Fire | In Line of Duty | As moved, seconded, and approved, this disability pension was continued for one year, (September 2026), with reexam at that time. |
| 12. | Christopher D. Oliver | Water | Medical | As moved, seconded, and approved, this disability pension reexam was deferred for four months, (January 2026) with reexam at that time. |

REQUEST TO RETURN TO WORK:

| | Name | Department | In Line of Duty (IOD) or Medical Disability | Board Action Taken |
|-----|--------------|------------|---|---|
| 13. | Robby D. Lee | Fire | Medical | As moved, seconded, and approved, this return to work request was approved. |

SOCIAL SECURITY REFERRALS:

There were no referrals.

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

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

Service

| Employee | Department | Classification | Plan A/B | Application Date | Estimated Effective Date |
|--------------------|-------------------------|--------------------------------|----------|------------------|--------------------------|
| Edwin Krenk * | Police | Police Officer 2 | B | 06/13/2025 | 07/01/2025 |
| Agatha St Louis | MNPS | PARA PRO - EX ED PROG(TITLE 1) | B | 07/23/2025 | 05/23/2025 |
| Thomas Sharp | Health | Public Health Administrator 3 | B | 08/06/2025 | 12/14/2025 |
| Terry Luck | Water Services | Utility Compliance Inp 2 | B | 07/17/2025 | 07/31/2025 |
| Fakhir Taabur | Public Library | Custodian | B | 08/12/2025 | 08/15/2025 |
| Kirk Warren | MNPS | Admin IT Enterprise Systems II | B | 07/26/2025 | 09/02/2025 |
| Eric Gibbs | Public Works | Traffic Systems Technician 3 | B | 08/19/2025 | 09/06/2025 |
| Kelli Olin | Circuit Court Satellite | Satellite position | B | 07/28/2025 | 10/29/2025 |
| Jeffrey Ernsberger | Water Services | Office Support Spec 2 | B | 04/30/2025 | 07/16/2025 |
| William Herbert Iv | Codes Administration | Codes Admin Dir | B | 07/30/2025 | 08/30/2025 |
| Larry Sutton | Health | Office Support Spec 1 | B | 07/29/2025 | 10/29/2025 |
| Omar Ismail | MNPS | DRIVER - BUS | B | 07/29/2025 | 10/01/2025 |
| Ulgrace Wilson | MNPS | ASST - SCHOOL GENERAL | B | 08/07/2025 | 05/23/2025 |
| Russell Ward | Police | Police Officer 2 | B | 05/14/2025 | 06/26/2025 |
| Reginald Sims | Parks | Equipment Operator Senior | B | 08/01/2025 | 10/18/2025 |
| Stephanie Clark | Health | Office Support Spec 2 | B | 06/17/2025 | 07/12/2025 |

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 |
|------------------------|-------------------------|--------------------------------|----------|------------------|--------------------------|
| Marcia Fenn | Public Library | Circulation Supv | B | 06/17/2025 | 07/13/2025 |
| Keith Whitlow | Sheriff | Security Officer 2 | A | 08/19/2025 | 09/17/2025 |
| Susan Bown | MNPS | CASHIER - FOOD SVC | B | 08/19/2025 | 09/04/2025 |
| Paul Gilmer Jr | Fire | Fire Operations Chief | B | 05/27/2025 | 07/08/2025 |
| William Best Jr | Fire | Fire Captain | B | 08/05/2025 | 09/04/2025 |
| Gwendolyn Harbison | Parks | Maintenance & Repair Worker Se | B | 08/20/2025 | 12/05/2025 |
| Melinda Feuerborn | MNPS | MGR- COMMUNITY ACHIEVES SITE | B | 07/26/2025 | 08/16/2025 |
| Patricia Harrington | MNPS | MONITOR - SCHOOL BUS | B | 07/24/2025 | 01/16/2025 |
| Ezra Wansley Jr * | Bordeaux Long Term Care | Food Service Manager | B | 07/16/2025 | 07/01/2025 |
| Doretta Goodman * | MNPS | ED ASST - EX ED PRE-K BLENDED | B | 07/24/2025 | 07/01/2025 |
| Antonio Roque * | Fire | Fire Engineer | B | 07/18/2025 | 09/01/2025 |
| Polly Owens * | Circuit Court Satellite | Satellite position | B | 08/18/2025 | 09/01/2025 |
| Pamela Estes * | State Trial Courts | Judicial Asst 1 | B | 07/21/2025 | 07/01/2025 |
| Kenneth Walker * | General Hospital | Scrub Nurse/Tech 2 | B | 08/18/2025 | 08/31/2024 |
| Donzaleigh Crawley * | MNPS | DRIVER - BUS | B | 07/21/2025 | 07/01/2025 |
| Lee Burney * | General Hospital | Account Clerk 1 | A | 08/13/2025 | 08/01/2025 |
| Thomas Mccullough Jr * | Sheriff | Correctional Officer 1 | B | 07/19/2025 | 09/01/2025 |
| Kurt Bartlett * | Police | Police Sergeant | B | 06/11/2025 | 02/01/2024 |
| Raymond Depriest * | Police | Crime Laboratory Director | B | 08/08/2025 | 08/01/2025 |
| Laura Overton * | Sheriff | Sheriff Case Worker 2 | B | 07/31/2025 | 02/01/2025 |
| George Cawthon * | Parks | Maint & Repair Worker 3 | B | 08/03/2025 | 08/01/2023 |

* Deferred Benefit

Disability to service

| Employee | Department | Plan A/B | Effective Date of Conversion |
|------------|-------------------------|----------|------------------------------|
| Denise Lee | Bordeaux Long Term Care | A | 08/01/2025 |

Options Elected

| Employee | Department | Pension Type | Plan A/B | Effective Date | Option | Drop Election |
|---------------------|-------------------------|--------------------------------|----------|----------------|----------|---------------|
| Patricia Brooks | Planning Commission | Service Without Option | B | 06/01/2025 | Normal | |
| Darrin Jones | MNPS | Service With Option | B | 06/13/2025 | Option E | |
| Sherry Lammers | Criminal Court Clerk | Service With Option | B | 07/12/2025 | Option F | |
| Joan Martin | Codes Administration | Service Without Option | B | 06/17/2025 | Normal | |
| Debra Brooksher | MNPS | Service Without Option | B | 05/23/2025 | Normal | |
| Angela Carter | MNPS | Service Without Option | B | 01/24/2025 | Normal | |
| Delinda Vogel | MNPS | Service Without Option | B | 05/28/2025 | Normal | |
| Kelly Cooper | MNPS | Service With Option | B | 07/11/2025 | Option D | |
| Doris Johnson | MNPS | Service Without Option | B | 05/23/2025 | Normal | 3 |
| Jeffery Durham | MNPS | Service Without Option | B | 06/28/2025 | Normal | |
| Patsy Upchurch | MNPS | Service With Option | B | 07/10/2025 | Option B | |
| Diana Reed | Circuit Court Satellite | Service Without Option | B | 07/16/2025 | Normal | |
| Vicki Johnson | Register of Deeds | Service With Option | B | 07/12/2025 | Option E | 3 |
| Jeffrey Ernsberger | Water Services | Service With Option | B | 07/16/2025 | Option B | |
| Wilma Sullivan | Codes Administration | Service Without Option | B | 08/02/2025 | Normal | |
| Tondaleya Jobe | MNPS | Service With Option | B | 05/23/2025 | Option D | 3 |
| Lee Nelson li | Water Services | Early Service Without Option | B | 07/12/2025 | Normal | |
| Terrance Demarest | Police | P&F Service Pen With Option | B | 07/29/2025 | Option A | |
| Georgia Varble | Public Library | Service With Option | B | 07/19/2025 | Option A | |
| Bridget Griepentrog | Police | P&F Service Pen Without Option | B | 06/21/2025 | Normal | |
| Patricia Hanson | MNPS | Service With Option | B | 05/23/2025 | Option A | |
| Russell Ward | Police | Service Without Option | B | 06/27/2025 | Normal | |
| Jerry Moore Jr | Parks | P&F Service Pen With Option | B | 07/17/2025 | Option A | 3 |
| Stephanie Clark | Health | Service With Option | B | 07/12/2025 | Option A | 3 |
| Marcia Fenn | Public Library | Service Without Option | B | 07/13/2025 | Normal | |
| Randall Jones | General Services | Service With Option | B | 08/02/2025 | Option A | |
| Michael Hudson | Fire | P&F Service Pen With Option | B | 07/18/2025 | Option D | 3 |

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 |
|---------------------|------------------------|--------------------------------|----------|----------------|----------|---------------|
| Betty Bailey | General Sessions Court | Service Without Option | B | 07/19/2025 | Normal | |
| Joseph Ward | Fire | P&F Service Pen With Option | B | 07/11/2025 | Option A | 3 |
| John Cox | Fire | P&F Service Pen Without Option | B | 07/16/2025 | Normal | 3 |
| Julius Gallon | Police | P&F Service Pen Without Option | B | 07/30/2025 | Normal | 3 |
| Amy Griffith Taylor | Police | Service Without Option | B | 06/25/2025 | Normal | |
| Barbara Bolen | MNPS | Service Without Option | B | 07/01/2025 | Normal | |
| Patricia Harrington | MNPS | Service Without Option | B | 01/11/2025 | Normal | |
| Kristen Vanderkooi | Police | Service Without Option | B | 01/01/2025 | Normal | |
| James Maxwell | General Services | Service Without Option | B | 05/01/2025 | Normal | |
| Jacquelyn Carter | MNPS | Service Without Option | B | 08/01/2025 | Normal | |
| Tammy Smith | Sheriff | Service With Option | B | 08/01/2025 | Option A | |
| Alvin Malone | State Trial Courts | Service Without Option | B | 02/01/2025 | Normal | |
| Pamela Estes | State Trial Courts | Service Without Option | B | 07/01/2025 | Normal | |
| Keisha Caphart | MNPS | Service Without Option | B | 07/01/2025 | Normal | |
| Nancy Hammons | MNPS | Service With Option | B | 08/01/2025 | Option B | |
| Guy Morgan | MNPS | Service With Option | B | 08/01/2025 | Option B | |
| Sandra Hunter | General Hospital | Service Without Option | B | 06/01/2025 | Normal | |
| Dwayne Howard | Caring for Children | Service With Option | B | 01/01/2025 | Option D | |
| Laura Overton | Sheriff | P&F Service Pen With Option | B | 02/01/2025 | Option F | |

| 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 |
|------------------|--------------|----------|---------------|
| Cleghon Jonathan | Public Works | B | Non-Pensioner |
| Craig Charles | MNPS | B | Non-Pensioner |

Survivor

| Employee | Department | Survivor Name | Plan A/B | Effective Date |
|-------------------|-------------------------|-----------------------------|----------|----------------|
| Joey Workman | County Clerk | Heather Workman | B | 08/12/2025 |
| William Higgins | General Sessions Court | Janice Higgins | B | 08/12/2025 |
| Howard Gray | Water Services | Donna Gray | B | 08/11/2025 |
| Karen Pickett | Health | Ronald Pickett II | B | 07/26/2025 |
| Jonathan Pointer | Water Services | Annette Odems | B | 08/01/2025 |
| William Brown | Bordeaux Long Term Care | Betty Brown | B | 08/01/2025 |
| Virginia Wall | MNPS | John Wall | B | 08/05/2025 |
| Ken Harrington | Water Services | Karen Harrington | B | 08/07/2025 |
| Billy Keathley | Public Works | Novice Keathley | C | 08/07/2025 |
| Robert Timberlake | MNPS | Helen Timberlake | B | 08/13/2025 |
| Larry Loring | Fire | Rose Loring | A | 08/20/2025 |
| Joseph Padula | State Trial Courts | Carolyn Padula | B | 07/19/2025 |
| Carolyn Davis | MNPS | John Alley & Jessica Carter | B | 06/17/2025 |

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. Presentation of Resolution.

This item was moved to the end of the agenda.

3. Medical and 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: Edna J. Jones)

Christina Hickey reported to the Board that the Medical & Life Committee met on August 26, 2025 to deliberate on 3 medical care requests. She stated there are three recommendations from the Committee and the Committee meeting minutes 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 August 26, 2025 Medical and Life Committee meeting. With no corrections, Robert Weaver moved for approval of the Medical and Life Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

Christina Hickey reviewed the Committee's actions. She reported to the Board that on item 2 the self-insured Cigna HRA plan appeal – dependent of employee from the District Attorney's Office the Committee recommend overturning the denial and approving this medication for this member in this particular circumstance.

Paul Huffman, Cigna, was present.

The employee was also present.

B.R. Hall moved for approval of the Committee's recommendation to overturn the denial and approve this medication for this member in this particular circumstance. Robert Weaver seconded, and the Board approved with Shannon Hall abstaining.

Christina Hickey reported to the Board that on item 3 the self-insured Blue Cross Blue Shield plan appeal - employee from General Sessions Court the Committee recommended upholding the denial by Cigna.

Paul Huffman, Cigna, was present.

Russell Henderson, Blue Cross Blue Shield, was present.

The employee was present.

**Denotes the arrival of Tom Curtis.

Robert Weaver moved to uphold the Committee's recommendation to uphold the denial. Jonathan Puckett seconded, and the board approved with Tom Curtis abstaining.

Christina Hickey reported to the Board that on item 4 the self-insured Cigna HRA plan appeal - dependent of employee from the Fire Department the Committee recommended overturning the denial and approving this request for this member in this particular circumstance.

Paul Huffman, Cigna, was present.

3. Medical and Life Committee report: (continued)

The employee nor dependent were present.

B.R. Hall moved for approval of the Committee's recommendation to overturn the denial and approve this request for this member in this particular circumstance. Christy Pruitt-Haynes seconded, and the Board approved without objection.

4. Injury on Duty, (IOD), Administration Services request for proposal.

Christina Hickey reported to the Board that the Purchasing Department has recently concluded the procurement process for Metro's IOD Administration Services and representatives from the Purchasing Department will present an overview of this process and award for the Board's review and approval.

Dennis Roland, Purchasing, was present and reviewed the process and the award to Brentwood Services.

Steve Cain and Durgut Halimi, Human Resources Safety Office, were present to address any questions regarding the timeline of going from one provider to another.

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

5. Correspondence:

- a. Utilization report from CIGNA.

Item 5.-a. was for information only.

6. Reports for your information:

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

Items 6.-a. and 6.-b. were for information only.

2. Presentation of Resolution.

A Resolution was presented to Gilbert Gonzales thanking him for his service to the Board.

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 10:08 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board