

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 4, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 4, 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: G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., *Shannon B. Hall, Bradley Pinson, Jonathan Puckett, Jenneen Reed and Robert Weaver.

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 October 21, 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 approval of the disability pension new request, item 1, for the length of time as recommended. Robert Weaver moved for approval of the recommendation to approve the disability pension new request, item 1, for the length of time as recommended. Tom Curtis seconded, and the Board approved without objection.

The employee was not present for item 2.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 2. He stated that based on the job description the condition does not prevent her from doing her duties.

There was some discussion of her condition and if she is considered legally blind some of the functions would require accommodation.

There was some discussion regarding legal blindness not being the same as blindness and her vision, 20/40 binocular allows you to drive, and the medical record shows impairment, however, it does not meet the disability standard.

David Hines, Metropolitan Nashville Public Schools, (MNPS), was present and addressed the Board regarding accommodation and safety issues.

After some discussion regarding what accommodation has been or can be put into place and safety concerns, Shannon Hall moved to defer the disability pension new request, item 2, to the next meeting. B.R. Hall 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 3 through 5 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 3 through 5 for the length of time as recommended. Christy Pruitt-Haynes seconded, and the Board approved without objection.

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

Dr. Kenton Dodd reported to the Board that on item 6, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer item 6 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 7 he recommends approval of return to work with no restrictions.

David Hines, MNPS, stated they are prepared to return the individual to work.

B.R. Hall moved for approval of the recommendation on item 7 of return to work with no restrictions. Jonathan Puckett seconded, and the Board approved without objection.

Byron Grizzle, Sheriff's Office, was present for item 8.

Dr. Kenton Dodd reported to the Board that on item 8 the individual is requesting to return to work. He recommends approval of return to work with no restrictions.

B.R. Hall moved for approval of the recommendation on item 8 of return to work with no restrictions. Tom Curtis seconded, and the Board approved without objection.

Abigail Holloway, Health Department, was present.

Dr. Kenton Dodd reported to the Board that on item 9 the individual is requesting to return to work. He recommends approval of return to work with no restrictions.

The Board discussed the medical record and the fact that it implies no restrictions is not accurate, the job description and her medical condition.

After some discussion of her limitations, possible restrictions, accommodations and vocational case management, Shannon Hall moved to return the individual to work with optional vocational case management. Robert Weaver seconded, and the Board approved without objection.

Claire Wells reported to the Board that item 10 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 10 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.	James D. Howser, II	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2026), with reexam at that time.
2.	Jacqueline K. Lucas	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was deferred.

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
3.	Chiquita D. Bostic	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for six months (May 2026), with reexam at that time.
4.	Jesse T. Downs, Sr.	Water	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months (May 2026), with reexam at that time.
5.	Dennis D. Hill	Fire	In Line of duty	As moved, seconded, and approved, this disability pension was continued for one year, (November 2026), with reexam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Barry E. Sims, II	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (January 2026), with reexam at that time.

RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
7.	Jessica M. Conner	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

OTHER – REQUEST TO RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Nathan R. Hibbs	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this return to work request was approved.
9.	Mia T. Jackson-Gordon	Health	Medical	As moved, seconded, and approved, this return to work request was approved with optional case management services.

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

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Amanda C. McKell	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.

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

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Amundson, Will H.	Police	Pension Approval	Yes	Yes	May Meet SSA Guidelines

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
Aretha Braden *	MNPS	CASHIER - CLUSTER LD	B	09/30/2025	09/01/2022
Stephen Hopkins	MNPS	PARA-PRO - EX ED JOB COACH	B	10/09/2025	12/06/2025
Donna Harris	MNPS	ASST - FOOD SVC	B	10/13/2025	12/20/2025
Barbara Styles	MNPS	MONITOR - SCHOOL BUS	B	09/25/2025	10/31/2025
Jennifer Humphreys	MNPS	OFFICER - TRUANCY COMPLIANCE	B	10/01/2025	10/01/2025
Martha Suarez	MNPS	DRIVER - BUS	B	10/13/2025	12/20/2025
Troy Taylor	MNPS	MGR - FGM ZONE	B	08/18/2025	09/12/2025
Karren Stacey	MNPS	CLERK - CONTROL SR - MEAL BENS	B	10/21/2025	01/09/2026
Amanda Martin	Police	Police Officer 2	B	10/10/2025	11/07/2025
Douglas Thibodeaux	Police	Police Lieutenant	B	10/14/2025	10/29/2025
Joanna Enoch	Information Technology Service	Info Systems Mgr	B	09/25/2025	12/06/2025
Paul Miller	Public Library	Library Associate	B	10/09/2025	11/29/2025
Janice Stanley	MNPS	PARA PRO - EX ED PREK BLENDED	B	09/24/2025	10/04/2025
Tyrone Stewart	Health	Custodian-Health	B	10/13/2025	12/02/2025
Debbie Bruce	Parks	Program Coord	B	07/28/2025	09/25/2025
Debbie Keller	Metro Action Commission	Teacher Asst	B	07/09/2025	09/19/2025
Unita Bennett	MNPS	ASST - FOOD SVC	B	10/01/2025	10/31/2025
Harry Gilmore	State Trial Courts	Judicial Asst 2	B	10/06/2025	11/01/2025
Patricia Hayes	Public Defender	Program Mgr 2	B	10/03/2025	11/21/2025
Terry Adkins	General Services	Admin Svcs Mgr	B	10/08/2025	12/30/2025
Cyrus Toosi	Water Services	Water Svcs Asst Dir	B	10/15/2025	11/08/2025
Brian Ivey	Convention Center Authority	Senior VP-Convention Center	B	09/30/2025	10/24/2025
Sylvia Tharpe *	Bordeaux Long Term Care	Medical Social Svcs Dir	B	09/29/2025	12/01/2025
Chad Barth *	Police	Police Officer 2	B	06/14/2025	09/01/2025

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
Patricia Ralston *	General Hospital	Metro Hospital Auth Employee	B	10/20/2025	11/01/2025
Darrell King *	Public Works	Blaster	A	10/15/2025	01/01/2026
John Pannell *	Parks	Maint & Repair Leader 2	B	08/20/2025	11/01/2025
Ralph Street *	Water Services	Machinist	A	10/14/2025	10/01/2025
Kimberly Braden *	General Hospital	Research Nurse	B	09/26/2025	10/01/2025
Debra Taylor *	MNPS	ED ASST - EX ED ONE TO ONE	B	09/30/2025	10/01/2025
Melinda Mcdonald *	MNPS	ED ASST - EX ED ONE TO ONE	B	10/20/2025	05/01/2025
Mahmmud Maiy *	MNPS	WORKER - CUSTODIAL	B	04/16/2025	09/10/2025
Salim Hajani *	MNPS	WORKER - CUSTODIAL	B	09/30/2025	07/01/2021
Angela Palmer *	MNPS	CASHIER - FOOD SVC	B	07/18/2025	11/01/2025
Sandra Haddock *	Administrative	Officer	B	09/23/2025	08/01/2025
William Martin *	Sheriff	Correctional Officer Lieut	B	10/13/2025	11/01/2020
Catherine Charlton *	MNPS	DRIVER - BUS	B	10/02/2025	12/01/2025

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Bert Hanlon	Police	B	10/01/2025
Tina Simmons	General Hospital	B	10/01/2025
John Downs	Police	B	10/01/2025
Bettye Sullivan	Bordeaux Long Term Care	B	10/01/2025
Deborah Wilson	Police	A	10/01/2025
Brian McAfee	Fire	B	07/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Sandra Haddock	Administrative	Service Without Option	B	08/01/2025	Normal	
Deborah Sparkman	MNPS	Service Without Option	B	09/05/2025	Normal	
Jose Flores	MNPS	Service With Option	B	08/29/2025	Option B	
Jennifer Doss	MNPS	Service With Option	B	08/30/2025	Option E	3
Troy Taylor	MNPS	Service With Option	B	09/13/2025	Option E	
Kirk Warren	MNPS	Service With Option	B	09/03/2025	Option A	
Eric Gibbs	Public Works	Svr Ben - Death Of Active Ee	B	09/07/2025	Option E	
Wallace Palmer	Fire	P&F Service Pen With Option	B	09/04/2025	Normal	
Kathy Alspaugh	Juvenile Court Clerk	Early Service With Option	B	09/13/2025	Option E	
Susan Johnston	MNPS	Service Without Option	B	08/15/2025	Normal	
Barbara Hagman	Finance	Service Without Option	B	09/20/2025	Normal	
William Herbert Iv	Codes Administration	Service Without Option	B	09/03/2025	Normal	
Leroy Davis	General Services	Survivor Option From Service	B	08/20/2025	Normal	
Danny Ankenbauer	Water Services	Service With Option	B	09/13/2025	Option E	3
Celia Larson	Health	Service Without Option	B	08/26/2025	Option D	
Debbie Bruce	Parks	Service Without Option	B	09/25/2025	Normal	
Debbie Keller	Metro Action Commission	Service Without Option	B	09/20/2025	Option D	
Keith Whitlow	Sheriff	P&F Service Pen Without Option	A	09/18/2025	Normal	1
Susan Bown	MNPS	Service Without Option	B	09/05/2025	Normal	
Brenda Bernards	Planning Commission	Service Without Option	B	08/01/2025	Normal	
Bradley Bracey	Police	Service With Option	B	10/01/2025	Option F	
Ezra Wansley Jr	Bordeaux Long Term Care	Service With Option	B	07/01/2025	Option A	
Dederick Yeargin	Health	Service With Option	B	01/01/2025	Option E	
Paula Kingsolver	Health	Service Without Option	B	01/01/2025	Option C	
Lee Burney	General Hospital	Service Without Option	A	08/01/2025	Normal	
Debra Taylor	MNPS	Service Without Option	B	10/01/2025	Normal	
Karen Munoz	MNPS	Service With Option	B	10/01/2025	Option E	
Lisa Voorhees	MNPS	Service Without Option	A	01/01/2025	Normal	
Litedel Webster	MNPS	Service With Option	B	10/01/2025	Option E	
Aretha Braden	MNPS	Service Without Option	B	01/01/2025	Normal	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Kandy Newman	Police	Service With Option	B	09/01/2025	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

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Carlton Dayton	Fire	Patricia Dayton	A	10/17/2025
James Luna	Police	Carolyn Luna	B	10/08/2025
Richard Bernhardt	Planning Commission	Linda Barnhardt	B	09/29/2025
Charles Ward	Juvenile Court	Cassandra Ward	B	10/07/2025
Judson Stout	Public Works	Sheila Stout	B	10/04/2025
Roger Davis Sr	Water Services	Mary-Paul Davis	B	10/06/2025
David Snyder	Water Services	Forrestine Snyder	B	09/24/2025
Najeeb Sayfaddin	MNPS	Lahijan Muhammed Ali	B	10/11/2025
Kevin Steele	Police	Stacey Steele	B	10/09/2025
Ronnie Mullins	MNPS	Alma Mullins	B	10/15/2025
Wesley Childress	Parks	Mary Jo Childress	B	10/17/2025
Jeffrey Potts	Water	Shannon Potts	B	09/29/2025
Oscar Markham	Public Library	Bessie Markham	B	10/07/2025

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 Committee report: (Chair: Jonathan Puckett; Vice-Chair: Christy Pruitt-Haynes; Members: Shannon Hall and Edna Jones. Alternates: G. Thomas Curtis and Robert Weaver).

Christina Hickey reported to the Board that the In Line of Duty, (IOD), Committee met on October 23, 2025 to deliberate on 1 IOD medical care request. She stated the Committee's recommendation is being presented for the Board's action along with the Committee minutes for approval by the Committee members.

Committee Chair Jonathan Puckett asked if there were any amendments, corrections, or questions of the minutes from the October 23, 2025, IOD Committee meeting. With no corrections, Christy Pruitt-Haynes moved for approval of the IOD Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

2. In Line of Duty Committee report: (continued)

Vickie Hampton, and Courtney Hughes, Brentwood Services, were present.

Committee Chair Jonathan Puckett reported to the Board that on Committee item 2, the IOD medical care request for the employee from the Fire Department, the Committee recommended to overturn the denial and approve this claim.

Vickie Hampton reviewed the claim with the Board.

B.R. Hall moved for approval of the Committee's recommendation to overturn the denial and approve the claim. Robert Weaver 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 Hall, and Robert Weaver. Alternate: Edna J. Jones).

Christina Hickey reported to the Board that the Medical & Life Committee met on October 23, 2025 to deliberate on 2 medical care requests. She stated that item 2, the self-insured Cigna HRA plan appeal - dependent of employee from MNPS was deferred until the next Medical & Life Committee meeting. She stated the Committee's recommendation for item 3 is being presented for the Board's action along with the Committee minutes 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 October 23, 2025, Medical & Life Committee meeting. With no corrections, Robert Weaver moved for approval of the Medical & Life Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

Christina Hickey reported to the Board that on Committee item 3, a dependent of an employee from the Fire Department, participating in the self-insured Cigna PPO plan was denied coverage of Surgical Decompression (CPT Codes 21499, 37799, 64999, 64716, 64864) as it is considered experimental investigational or unproven. She stated the Committee recommends overturning the denial and approving coverage for this procedure, but non-traditional professional services that would not be customarily billed as part of that service would not be necessarily covered and we ask that the patient and Cigna or their providers make sure they are not submitting those for billed charges.

Paul Huffman, Cigna, was present.

The dependent was present and addressed the Board regarding the procedure.

*Denotes Shannon Hall leaving the meeting.

Jonathan Puckett moved for approval of the Committee's recommendation to overturn the denial and approve the procedure. Harold Finch seconded.

There was some discussion regarding the codes being used as they are specific to each surgeon and why it is billed that way.

After clarification of the codes used for the procedure, Jonathan Puckett amended the motion to include all the necessary billing codes. Harold Finch seconded, and the Board approved with Shannon Hall not voting.

4. Correspondence:

- a. Utilization report from CIGNA.

Item 4.-a. was for information only.

5. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Non-compliant disability pensioners.
- d. Benefit Board expense reports.

Item 5.-a. through 5.-d. were for information only.

Christina Hickey made note of item 5.-c.

At this time, Metro's new vendor for injury on duty claims, Brentwood Services, were introduced to the Board.

Steve Cain, Human Resources, was also present and described Brentwood Services technology.

6. 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