

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

December 2, 2025

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, December 2, 2025 at the Lentz Public Health Center, Centennial Rooms B and C, 2500 Charlotte Avenue, Nashville, Tennessee, at approximately 9:31 a.m.

Benefit Board members: Chair: Edna J. Jones; Members: *G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, Bradley Pinson, Jonathan Puckett and Robert Weaver.

Vice Chair: Christy Pruitt-Haynes and Jenneen Reed 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 November 4, 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 requests, items 1 and 2, for the length of time as recommended. He also noted that item 2 has been changed to no reexam. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 through for the length of time as recommended. Jonathan Puckett seconded, and the Board approved without objection.

The employee was present for item 3.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 3 based on the job standards. He stated that the job standards would not eliminate them from doing the job. He also stated it is not his position that a pension may not be warranted for this case, but he cannot medically eliminate the person from the role based on the job standards and her conditions.

The employee addressed the Board regarding her job duties, conditions, medications and her abilities.

*Denotes the arrival of Tom Curtis.

There was some discussion about the job description and disability standards.

Nicki Eke, Legal Department, stated that the Board's decision is based on the individual's specific medical information, her medical condition and whether or not the individual is able to perform the duties of the job on a full-time basis.

There was some discussion of the current status of accommodations.

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

Abigail Holloway, Health Department, was also present. She stated that they cannot accommodate her due to some of the medications she is currently taking that affect her ability to perform her duties, risks and her licensure.

After some discussion regarding the information that has been provided, the legal standard, other positions available and the lack of a position becoming available due to her conditions and abilities, B.R. Hall moved for approval of the disability pension new request item 3 with no reexam. Harold Finch seconded.

After some discussion of a reexam date and case management, B.R. Hall changed his motion to approval for three years. Harold Finch seconded and the Board approved without objection.

The employee was not present for item 4.

David Hines, Metropolitan Nashville Public Schools, (MNPS), was present.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 4. He stated that based on the job description the condition does not prevent her from doing her duties, however, there is an impairment that causes challenges with her ability to perform their job.

There was some discussion of the job description, her conditions and accommodations.

B.R. Hall moved for approval of the disability pension new request, item 4, for one year. Harold Finch seconded and the Board approved without objection.

The employee was not present for item 5, however, they did request a deferral.

B.R. Hall moved to defer the disability pension new request, item 5 for one month. Jonathan Puckett 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 6 through 8 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 8 for the length of time as recommended. Jonathan Puckett seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 9 he recommends approval of return to work. He stated that the new information did not change his recommendation.

Juanita Graham, Nashville Department of Transportation, (NDOT), was present.

After some discussion of an amended injury on duty claim, Shannon Hall moved to defer item 9 for two months. B.R. Hall seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work with no restrictions.

Byron Grizzle, Sheriff's Office, was present and stated they can return the individual to work.

B.R. Hall moved for approval of the recommendation on item 11 of return to work with no restrictions. Jonathan Puckett seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he is requesting that the pension type be changed from medical to injury on duty based on approval of the injury on duty claim.

Jamie Summers, Fire Department, was present.

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

B.R. Hall moved for approval of the recommendation on item 11 to change the pension type from medical to injury on duty. Robert Weaver seconded and the Board approved without objection.

Claire Wells reported to the Board that item 12 has been approved for Social Security prior to their upcoming reexam and needs to be removed from the reexam list. Jonathan Puckett moved for approval of the Social Security approval, item 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.	Michael D. Cathey	Sheriff's Office	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of reexam.
2.	Ronald K. Escue	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of reexam.
3.	Jennifer L. Cantrell	Health	Medical	As moved, seconded, and approved, this disability pension request was approved for three years, (December 2028), with reexam at that time.
4.	Jacqueline K. Lucas	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (December 2026),
5.	Esther R. Martinez	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Magda Aiyad	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (December 2027), with reexam at that time.
7.	Misty M. Sims	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (December 2027), with reexam at that time.
8.	Matthew C. Williams	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (December 2027), with reexam at that time.

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

RETURN TO WORK WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Terika L. Mays	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this item was deferred.

RETURN TO WORK WITH NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Austin T. Rohrman	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

OTHER – CHANGE FROM MEDICAL TO IN LINE OF DUTY:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Natalie L. Duffield	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was changed from medical to in line of duty.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Carlene G. Goolsby	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 there are no Social Security 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. B.R. Hall seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Jeffrey Howe *	Juvenile Court	Probation Officer 1	B	10/17/2025	12/01/2025
Brian Myatt	Police	Police Officer 2	B	11/12/2025	11/28/2025
Mary Mason	MNPS	CASHIER - FOOD SVC	B	09/14/2025	10/31/2025
Ronnie Brownlow	Water Services	Water Services Maint Supv 1	B	10/16/2025	12/30/2025
Terry Hopkins	MNPS	ASST - HR INFORMATION	B	10/24/2025	10/25/2025
Katherine Johnson	MNPS	MONITOR - SCHOOL BUS	B	11/07/2025	12/20/2025
Jo Ross	MNPS	Para-Pro Ex Ed One to One	B	10/14/2025	05/24/2024
Teresa Simmons	MNPS	MONITOR - SCHOOL BUS	B	10/15/2025	01/16/2026

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
Tammy Smith	MNPS	AIDE - CLASSROOM	B	11/13/2025	11/06/2025
Virginia Roberts	MNPS	MGR - FOOD SERVICE III	B	11/17/2025	11/30/2025
Mildred Young	Water Services	Office Support Spec 2	B	11/06/2025	01/01/2026
Loretta Cheairs	MNPS	MONITOR - SCHOOL BUS	B	08/21/2025	05/16/2025
Sean Lloyd	Sheriff	Correctional Officer Sergeant	B	10/24/2025	12/19/2025
Jenny Stringer	MNPS	CASHIER - CLUSTER LD	B	10/30/2025	12/05/2025
Donald Alford	Fire	Fire District Chief	B	08/26/2025	10/04/2025
Christene Coode	General Sessions Court	Judicial Asst 2	B	10/23/2025	10/25/2025
Robert Sory	General Sessions Court	Judicial Asst 2	B	11/03/2025	12/01/2025
Jeffrey Hinkle	Fire	Fire Captain	B	11/07/2025	10/19/2025
Edna Jones	General Services	Admin Svcs Officer 4	B	11/19/2025	12/04/2025
Leigh Burtchaell	Fire	Exe Administrator Police/Fire	B	11/05/2025	12/01/2025
Myra Smith	MNPS	PARA-PRO - EX ED	B	08/10/2025	10/30/2025
Terresita Burkes	Fire	Fire Inspector 2	B	11/06/2025	11/14/2025
Jeffery White	Police	Police Sergeant	B	11/12/2025	12/18/2025
Matthew Filter	Police	Police Officer 2	B	10/31/2025	12/06/2025
Jamell Randall	Police	Police Officer 2	B	10/29/2025	11/1/2025
Matt Shoemake	MNPS	SPEC - SUPPORT TECH DP	B	11/13/2025	12/12/2025
James Carson Jr	Internal Audit	Internal Auditor 2	B	11/12/2025	12/30/2025
Mary Polk	MNPS	DRIVER - BUS	B	10/6/2025	01/10/2025
Bobby Ratley *	Police	Police Officer 2-Fld Trng Ofcr	B	10/29/2025	02/01/2025
Eric Crawford *	State Trial Courts	Case Officer 1	B	11/17/2025	11/01/2025
Elliott Turner *	Convention Center	Cvn Ctr Set Up Leader	B	11/03/2025	11/01/2025
Angela Jones *	Health	Public Health Nurse 2	B	10/20/2025	11/01/2025
Rhonda Dunn *	Knowles Home	Knowles Program Administrator	B	11/18/2025	11/01/2023
Edward Felton *	MNPS	SPEC - SUPPORT TECH DP	B	11/05/2025	10/01/2025
Kamil Haji *	MNPS	CUSTODIAN - SR	B	10/15/2025	06/01/2025
Michael Thomas *	MNPS	CUSTODIAN - SR	B	11/04/2025	12/01/2022

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Jason Pierpoint	Police	B	11/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Chad Barth	Police	Service With Option	B	09/01/2025	Option D	
Barbara Styles	MNPS	Service Without Option	B	10/01/2025	Normal	
Jo Ross	MNPS	Service Without Option	B	01/01/2025	Normal	
Jennifer Humphreys	MNPS	Service With Option	B	10/01/2025	Option F	
Kelli Olin	Circuit Court Satellite	Service With Option	B	10/29/2025	Option E	
Dennis McGill	Sheriff	P&F Service Pen With Option	B	09/28/2025	Option A	
Wanda Barr	Health	Early Service With Option	B	10/03/2025	Option A	
Omar Ismail	MNPS	Service With Option	B	10/03/2025	Option B	
Melissa Myers	Public Library	Early Service Without Option	B	10/01/2025	Normal	
Christine Fouch	Health	Early Service Without Option	B	10/04/2025	Normal	
Janice Stanley	MNPS	Service Without Option	B	10/04/2025	Normal	2
Aubrey Whitworth Jr	Parks	Service With Option	B	10/02/2025	Option A	1
Rhonda Pedley	Finance	Service With Option	B	08/02/2025	Option B	2
Loretta Cheairs	MNPS	Service Without Option	B	05/16/2025	Normal	
Stephen Munson	Parks	Service Without Option	B	10/22/2025	Normal	
Donald Alford	Fire	P&F Service Pen With Option	B	10/04/2025	Option A	3
Christene Coode	General Sessions Court	Early Service Without Option	B	10/25/2025	Normal	
Patrick Hunt	Fire	P&F Service Pen With Option	B	10/06/2025	Option A	3
Aaron Anderson	Fire	P&F Service Pen With Option	B	10/16/2025	Option B	2
Fonda Harris	Health	Service Without Option	B	10/11/2025	Normal	1

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
James Akers	Water Services	Service With Option	B	10/01/2025	Option B	1
Geraldine Young	MNPS	Service Without Option	B	10/03/2025	Normal	
James Snyder	Water Services	Service With Option	B	10/01/2025	Option A	3
Sonja Smith	MNPS	Early Service Without Option	B	09/26/2025	Normal	
John Pannell	Parks	Service With Option	B	11/01/2025	Option D	
Ralph Street	Water Services	Service With Option	A	10/01/2025	Option A	
Patricia Ralston	General Hospital	Service Without Option	B	11/01/2025	Normal	
Tanya Coleman	MNPS	Service Without Option	B	11/01/2025	Normal	
Kimberly Braden	General Hospital	Service With Option	B	10/01/2025	Option B	
Kamil Haji	MNPS	Service With Option	B	06/01/2025	Option A	
Mahmmud Maiy	MNPS	Service With Option	B	01/01/2025	Option E	
Angela Palmer	MNPS	Service Without Option	B	11/01/2025	Normal	
Jeffrey Mccanless	Sheriff	P&F Service Pen With Option	B	11/01/2025	Option D	
Pamela Spradlin	Bordeaux Long Term Care	Service Without Option	B	11/01/2025	Normal	

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	

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Patricia Christman	Criminal Court Clerk	Cedric Bailey	B	10/25/2025
Nancy Jones	MNPS	Charisse Elfaki	B	11/06/2025
John Copeland Jr	Parks	Theola Copeland	B	10/24/2025
William Trotter	Parks	Pauline Lacey	B	10/26/2025
Judy Cope	Unknown	John Cope	B	10/24/2025
Sharon Walker	Bordeaux Long Term Care	William Leonard Walker	B	10/17/2025
Donnie Broadway	Police	Teresa Broadway	B	10/18/2025
Laurice Cole	Public Works	Mildred Cole	B	10/23/2025
John Lynch	Public Works	Donna Lynch	B	11/07/2025
James Kemp	Water Services	Mary Kemp	B	11/14/2025
James Armstrong	Fire	Myra Jo Armstrong	B	10/31/2025
Bettye Coggin	Administrative	Harold Coggin	B	10/28/2025
Mickey Brooks	Water Services	Donna Brooks	B	10/28/2025
Patricia Singleton	General Services	Jerry Singleton	B	11/10/2025
Scott Byrd	Police	April Byrd	B	11/15/2025

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. Election of Metropolitan Employee Benefit Board Chair and Vice-Chair for 2026.

Christina Hickey reviewed the procedures as outlined in the Board by-laws under Section 1 to conduct the election of Chair and Vice-Chair for 2026 and opened the floor to nominations.

Edna Jones nominated Jonathan Puckett for Metropolitan Employee Benefit Board Chair for 2026. B.R. Hall seconded.

A vote was taken on the nomination of Jonathan Puckett for Chair and the Board approved without objection.

Shannon Hall nominated Christy Pruitt-Haynes for Metropolitan Employee Benefit Board Vice-Chair for 2026. Tom Curtis seconded.

A vote was taken on nomination of Christy Pruitt-Haynes for Vice-Chair and the Board approved without objection.

3. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that the cost-of-living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171 and this adjustment is built into the Metro Code and cannot be adjusted without a change to the Code. She stated that as a result of the 3.013% increase in the Consumer Price Index, an increase of 3.00% under Division A (the percentage rounded to the nearest one-half percent and capped at 5.00% pursuant to Metro Code Section 3.08.171) should be granted to all retirees eligible to receive a cost-of-living increase beginning January 1, 2026. She also stated that eighty percent of the excess of 3.013% over 1.00% is 1.61%, so eligible retirees under Division B should receive a cost-of-living increase in January 2026 of 1.50% when rounded to the nearest one-half percent and capped at 4.00% pursuant to Code Section 3.08.171.

Joseph Meyers, Findley, was present for any questions.

B.R. Hall moved for approval of the cost-of-living adjustments for eligible retirees under Division A of 3.00% and 1.50% for eligible retirees under Division B beginning in January 1, 2026. Tom Curtis seconded, and the Board approved without objection.

4. Correspondence:

- a. Utilization report from Cigna.
- b. Cigna network change – Sumner Regional Medical Center.

Items 4.-a. and 4.-b. were for information only.

5. Reports for your information:

- a. Social Security approvals.
- b. Denial log from Davies.
- c. Benefit Board expense reports.
- d. Annual report to Council.
- e. Voluntary insurance annual reports.

Items 5.-a. through 5.-e. were for information only.

6. Late item(s)

There were no late items reported at the meeting.

Paul Huffman, Cigna, was present and discussed the network change with the Board.

There was also some discussion regarding the migration to Brentwood Services/Acrisure for injury on duty claims and having a pharmacy card for those claims.

Carrie Wrath, Acrisure, addressed the Board regarding the injury on duty pharmacy cards.

With nothing further presented, the meeting adjourned at 10:33 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board