

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

January 6, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, January 6, 2026 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: Jonathan Puckett; Vice Chair: Christy Pruitt-Haynes; Members: G. Thomas Curtis, Harold W. Finch, II, Shannon Hall, Bradley Pinson, and Robert Weaver.

Members B.R. Hall, Sr. and Jenneen Reed were unable to be present.

Others present: Christina Hickey, Metro Human Resources, Courtney Mohan, Metro Legal Department and Dr. Kenton Dodd, Civil Service Medical Examiner.

Chair Jonathan Puckett stated that the updated Committee assignments have been provided to the Board members and noted that they may change after a new member is elected.

A. MINUTES: Chair Jonathan Puckett 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 December 2, 2025. With no corrections, nothing further was noted and Christy Pruitt-Haynes moved for approval. Tom Curtis 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 through 5, for the length of time as recommended.

After some discussion of the prognosis and reexam date on item 4, Bradley Pinson moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Harold Finch seconded and the Board approved without objection.

It was noted there was additional information provided on item 6.

Dr. Kenton Dodd reported to the Board that the additional information does not change his recommendation to deny the request.

After some discussion of the treating physician's statements and the lack of medical to support the request, Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 6. Bradley Pinson 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 7 and 8 for the length of time as recommended. Christy Pruitt-Haynes moved for approval of the recommendation to continue the disability pension reexaminations, items 7 and 8 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 9, he requests a deferral for one month. Robert Weaver moved for approval of the request to defer item 9 for one month. Tom Curtis 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 10 his initial recommendation was approval of return to work, however, he has been informed that the individual has requested a deferral for one month pending additional medical information.

Shannon Hall moved for approval of deferring item 10. Tom Curtis seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends approval of return to work.

Jamie Summers, Fire Department, was present.

The employee was also present.

Tom Curtis moved for approval of the recommendation of return to work on item 11. Harold Finch seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 12 he recommends approval of return to work.

Byron Grizzle, Sheriff's Office, was present.

After some discussion of a salary supplement, Robert Weaver moved for approval of the recommendation of return to work for item 12 with an active salary supplement. Christy Pruitt-Haynes seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 13 he recommends an independent psychological evaluation.

After some discussion of concerns with certain documentation in the medical record, Shannon Hall moved for approval of the recommendation of an independent psychological evaluation for item 13. Tom Curtis seconded and the Board approved without objection.

Claire Wells 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. Robert Weaver moved for approval of the Social Security approval, item 14 to be removed from the reexam list with no further review. Christy Pruitt-Haynes seconded, and the Board approved without objection.

On the late item, Dr. Kenton Dodd reported to the Board that he recommends approval of return to work.

Seth Waltenbaugh, Police Department, was present.

Tom Curtis moved for approval of the recommendation of return to work on the late item. Bradley Pinson seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Daniel R. Betwinek	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (July 2026), with reexam at that time.
2.	Saad M. Emin	County Clerk	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (July 2026), with reexam at that time.

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

NEW REQUESTS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
3.	Joshua P. Hausman	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (July 2026), with reexam at that time.
4.	Vallerie Y. McCathern	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (January 2027), with reexam at that time.
5.	Rocio Troche	Metro Action Commission	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (July 2026), with reexam at that time.
6.	Esther R. Martinez	Metropolitan Nashville Public Schools	Medical	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
7.	Jadia L. Burns	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (January 2027), with reexam at that time.
8.	Barry E. Sims, II	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Louis M. Harston	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred.

RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Christopher D. Oliver	Water	Medical	As moved, seconded, and approved, this return to work was deferred.
11.	Reginald L. Rucker, Jr.	Fire	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

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

OTHER – REQUEST TO RETURN TO WORK – WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Michael D. Cathey	Sheriff's Office	Medical	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
13.	Napoleon A. Howell, Jr.	Sheriff's Office	Medical	As moved, seconded, and approved, an independent psychological evaluation was ordered.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Matthew M. Gilmore	Fire	In Line of Duty	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. Shannon Hall moved for approval of the referrals. Tom Curtis seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Cantrell, Jennifer L.	Health	Pension Approval	Yes	Yes	Evaluation
2	Cathey, Michael D.	Sheriff	Pension Approval	Yes	Yes	Meets SSA Listing 6.03
3	Emin, Saad M.	County Clerk	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Listing 13.23A
4	Escue, Ronald K.	MNPS	Pension Approval	No	No	Already approved for SSD
5	Lucas, Jacqueline K.	MNPS	Pension Approval	Yes	Yes	Meets SSA Listing 2.03

LATE ITEM – RETURN TO WORK NO RESTRICTIONS:

	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 individual was returned to work.

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

Christy Pruitt-Haynes 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
Luwana Ralph *	Health	Speech Language Pathologist	B	11/24/2025	03/01/2021
Catherine Charlton	MNPS	Bus Driver	B	10/2/2025	12/01/2025
Jeffrey Roberts	Election Commission	Admin Of Elections	B	12/03/2025	12/31/2025
Timothy Poor	MNPS	TECH - LANDSCAPE	B	11/21/2025	12/31/2025
Barbara Klausner	MNPS	ADMIN - RECORDS SCH FIN PAY I	B	12/10/2025	01/04/2026
Theresa Ragland	MNPS	PARA-PRO - EX ED	B	11/24/2025	01/09/2026
Kelly Bruck	MNPS	ASST - THERAPY OCCUPATIONAL	B	10/21/2025	11/01/2025
Barbara Bell	State Trial Courts	Judicial Asst 2	B	12/02/2025	01/16/2026
Joni Estes	General Services	General Svcs Div Mgr	B	11/19/2025	12/19/2025
Herman Peters	MNPS	CHARTER - SUPPORT	B	11/03/2025	09/01/2025
Johanna Lee	Fire	Fire District Chief	B	12/03/2025	12/31/2025
Emily Talbot	Public Library	Library Mgr 3	B	10/29/2025	01/17/2026
Havron Boyd	Metro Action Commission	Shuttle Bus Driver-MAC	B	12/04/2025	01/17/2026
Harry Jines	Sheriff	Sheriff Warrant Officer 1	B	11/25/2025	12/31/2025
Jacquelyn Blue	Sheriff	WO Data Entry Specialist-DCSO	B	12/11/2025	12/31/2025
Anita Welch	Sheriff	WO Data Entry Specialist-DCSO	B	11/26/2025	01/01/2026
Colleen Crews	MNPS	DISPATCHER - SECURITY	B	11/28/2025	01/08/2026
Carol Lockhart	MNPS	ASST - FOOD SVC	B	11/20/2025	01/08/2026
William Sisk	Fire	Fire Captain	B	11/20/2025	12/30/2025
Whitford Mccullough	Fire	Fire District Chief	B	11/17/2025	12/31/2025
Kelly Shreeve	Fire	Fire Engineer	B	12/03/2025	12/30/2025
Timothy Hampton	Fire	Fire Captain	B	11/13/2025	12/31/2025
Karen Fentress	Sheriff	Administrative Counsel	B	12/04/2025	12/31/2025
Floyd Garmon	Fire	Fire District Chief	B	11/19/2025	12/31/2025
Lester Kelton	Fire	Fire Commander	B	12/10/2025	12/31/2025
Tabitha Nash	Human Resources	Data Compliance Technician	B	07/22/2025	12/01/2025
Kenneth Eads	General Services	Finance Admin	B	09/20/2025	11/19/2025
Charles Beasley Jr	Police	Police Captain	B	12/12/2025	12/30/2025
Thomas Goad Jr	Fire	Fire Inspector 2	B	11/18/2025	12/31/2025
Chris Newsom	Fire	Fire Captain	B	12/3/2025	01/15/2026
Charlene Williams	MNPS	Para-Pro Ex Ed One to One	B	12/11/2025	12/20/2025
Danenaporn Tongratanasiri *	Sheriff	Sheriff Warrant Officer 1	B	10/30/2025	07/01/2025
Joe Pennington *	Police	Police Officer 2-Fld Trng Ofcr	B	11/21/2025	01/01/2026
Patti Harbert *	Assessor of Property	Office Support Rep 3	B	11/24/2025	02/01/2025
Chris Coutras *	Law	Claims Rep 2	B	12/05/2025	02/01/2025
Valesa Clouse *	Bordeaux Long Term Care	Patient Accounts Spec	B	12/02/2025	02/01/2023
Umar Aidarus *	MNPS	CUSTODIAN - LD	B	10/30/2025	08/01/2024
Angela Jones *	MNPS	ASST - FOOD SVC	B	11/30/2025	02/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Vergil Stephens Jr	MNPS	B	12/01/2025
Patrick Armstrong	Fire	B	12/01/2025
Jennifer Butler	Sheriff	B	12/01/2025

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Bobby Ratley	Police	Service Without Option	B	01/01/2025	Normal	
Brian Myatt	Police	P&F Service Pen With Option	B	11/29/2025	Option E	1
Mary Mason	MNPS	Service Without Option	B	10/31/2025	Normal	
Holly Yazdani	Police	Service With Option	B	10/05/2025	Option A	
Terry Hopkins	MNPS	Service Without Option	B	10/25/2025	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
Marsha Baker	MNPS	Service With Option	B	10/28/2025	Option B	
Susan Badgley	MNPS	Service Without Option	B	11/21/2025	Option E	
Kelly Bruck	MNPS	Service Without Option	B	11/01/2025	Normal	
Darleen Mcclung	Sheriff	Service Without Option	B	11/01/2025	Normal	
Amanda Martin	Police	P&F Service Pen With Option	B	11/08/2025	Option D	
Douglas Thibodeaux	Police	P&F Service Pen Without Option	B	10/30/2025	Normal	
Larry Sutton	Health	Service Without Option	B	10/30/2025	Normal	
Unita Bennett	MNPS	Service Without Option	B	10/24/2025	Normal	
Rickey Gann	Police	Service With Option	B	11/04/2025	Option A	
Jeffrey Hinkle	Fire	P&F Service Pen Without Option	B	10/16/2025	Normal	
Matthew Adams	Information Technology Service	Early Service With Option	B	11/15/2025	Option E	
Kenneth Eads	General Services	Service With Option	B	11/20/2025	Option A	3
Myra Smith	MNPS	Service Without Option	B	10/31/2025	Normal	
Terresita Burkes	Fire	P&F Service Pen With Option	B	11/15/2025	Option D	1
Dan Gargus	Sheriff	Early Service With Option	B	11/04/2025	Option E	
Cyrus Toosi	Water Services	Service With Option	B	11/08/2025	Option A	
Brian Ivey	Convention Center Authority	Service With Option	B	10/30/2025	Option A	3
Elliott Turner	Convention Center	Service With Option	B	11/01/2025	Option D	
Sylvia Tharpe	Bordeaux Long Term Care	Service Without Option	B	12/01/2025	Normal	
Edward Felton	MNPS	Service With Option	B	10/01/2025	Option E	
Michael Thomas	MNPS	Service Without Option	B	01/01/2025	Normal	
Umar Aidarus	MNPS	Service With Option	B	01/01/2025	Option D	
Jeffrey Howe	Juvenile Court	Service With Option	B	12/01/2025	Option A	

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
Hubert Prater	Water Services	Jimmy Prater	B	12/13/2025
James Brown	Fire	Nancy Johns	B	11/20/2025
Kevin Hathaway	General Services	Lori Hathaway	B	11/30/2025
Ernest Anthony	General Hospital	Beverly Anthony	B	12/08/2025
Oscar Turnbow Jr	Water	Amy Hill	B	11/22/2025
Sallie Sawyer	Codes Administration	Harold Sawyer	B	11/19/2025
Susan Howard	MNPS	Ana Lawhorn	B	11/19/2025

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. Redetermination of disability pension amount based on excess earnings.

Christina Hickey reported to the Board that staff has identified disability pensioners who have exceeded their outside allowable earnings amount and, in accordance with the Code, are to have their disability pensions adjusted accordingly. Ms. Hickey stated that the affected members have been notified of the adjustments.

Lori Meyer and Janel Donaldson, Human Resources staff, were available for any questions.

Bradley Pinson moved to accept the report and have the individual's disability pensions adjusted accordingly. Tom Curtis seconded, and the Board approved without objection.

3. Correspondence:

- a. Utilization report from Cigna.
- b. Cigna network change – Tenet Health.

Items 3.-a. and 3.-b. were for information only.

It was also noted that an agreement has been reached with Cigna and Tenet Health.

4. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Denial log from Davies.
- d. Benefit Board expense reports.
- e. Annual Enrollment overview.
- f. Accomplishments for 2025.

Items 4.-a. through 4.-f. were for information only.

Ginger Hall, Human Resources Assistant Director, reviewed items 4.- e. and 4.- f. with the Board.

5. Late item(s):

The item listed under this section was reported at the meeting under Section C.

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

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Jonathan Puckett, Chair
Employee Benefit Board