

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

February 3, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, February 3, 2026 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: *Jonathan Puckett; Vice Chair: Christy Pruitt-Haynes; Members: G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon Hall, and Robert Weaver.

Members Bradley Pinson 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: Vice-Chair Christy Pruitt-Haynes 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 January 6, 2026. With no corrections, nothing further was noted and Robert Weaver moved for approval. B.R. Hall 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 4, 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 4 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 approval for continuing the disability pension reexaminations, items 5 and 6 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5 and 6 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 items 7 through 9, he requests a deferral for the length of time as recommended. B.R. Hall moved for approval of the request to defer items 7 through 9 for the length of time as recommended. Robert Weaver seconded and the Board approved without objection.

Charles Boddie, Nashville Department of Transportation, (NDOT), was present for item 10.

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work with restrictions. B.R. Hall moved for approval of the recommendation on item 10 of return to work with restrictions. Robert Weaver seconded and the Board approved without objection.

Byron Grizzle, Sheriff's Office, was present for item 11.

Dr. Kenton Dodd reported to the Board that on item 11 he recommends approval of return to work with no restrictions. B.R. Hall moved for approval of the recommendation on item 11 of return to work with no restrictions. Tom Curtis seconded and the Board approved without objection.

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

The employee and Lee Ann Leigh, Parks, were present.

Dr. Kenton Dodd reported to the Board that on item 12 he recommends approval of the request to return to work with no restrictions. moved for approval of the request of return to work with no restrictions on item 12. seconded and the Board approved without objection.

Claire Wells reported to the Board that items 13 through 16 have been approved for Social Security prior to their upcoming reexam and they need to be removed from the reexam list. B.R. Hall moved for approval of the Social Security approvals, items 13 through 16 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.	Sylvester L. Nelson	Water	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled reexam.
2.	Marty L. Ragland, Jr.	Water	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (August 2026), with reexam at that time.
3.	Margie M. Winston	Metro Action Commission	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (October 2026), with reexam at that time.
4.	Philip A. Wysocki	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (August 2026), with reexam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Jason S. Ratliff	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (February 2027), with reexam at that time.
6.	Seth R. Rogers	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (August 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
7.	Colin K. Feeney	Police	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month, (March 2026), with reexam at that time.
8.	Joseph E. Francescon	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (April 2026), with reexam at that time.
9.	Christopher D. Oliver	Water	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month, (March 2026), with reexam at that time.

RETURN TO WORK WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Terika L. Mays	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

RETURN TO WORK NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Louis M. Harston	Sheriff's Office	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
12.	Lisa M. King	Parks	Medical	As moved, seconded, and approved, this request to return to work was approved.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Chiquitta D. Bostic	Metropolitan Nashville Public Schools	Medical	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)

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Daniel R. Canfield	Water	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
15.	Dennis D. Hill	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
16.	Richard K. Holland	Finance	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.

B.R. Hall moved for approval of the referrals. Robert Weaver seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	McCathern, Vallerie Y.	MNPS	Pension Approval	Yes	Yes	Likely to Meet SSA Medical-Vocational 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. Robert Weaver seconded and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Angela Shackelford	MNPS Bellshire Elementary	School Records Finance and Payroll Administrator I	B	12/30/2025	12/01/2025
Billie Hess *	Sheriff	N/A	B	12/30/2025	01/01/2020
Carolyn Leek *	Juvenile Court Clerk	Admin Svcs Officer 3	B	01/07/2026	02/01/2026
Chris Coutras*	Law	N/A	B	12/05/2025	02/01/2025
David Tucker	Water & Sewer	Water Svcs Asst Dir	B	12/15/2025	12/31/2025
Ed Saucedo	Fire Department - Admin - Small Orders	Fire Engineer	B	12/18/2025	12/29/2025
James Armstrong *	Water Services	N/A	B	12/13/2025	11/01/2016
Joe Hill	Fire Department - Admin - Small Orders	Fire Engineer	B	11/17/2025	12/30/2025
Joy Suter	MNPS Special Ed Bus Sub	School Bus Monitor	B	01/24/2026	01/24/2026
Kathy Dale	MNPS Maplewood High	Classroom Associate	B	01/05/2026	12/19/2025
Marsha Travis	Sheriff's Department	Div Mgr-Sheriff	B	09/22/2025	12/23/2025
Michael Gooch	General Services - Police Headquarters	Police Lieutenant	B	01/22/2026	02/01/2026
Michael Munday	Fire Department - Admin - Small Orders	Fire Fighter 2	B	12/29/2025	02/01/2026
Pat Saltkill	State Trial Courts - Business Office	Judicial Asst 2	B	01/06/2026	01/06/2026
Penny Hubbell	Circuit Court Clerk	Satellite position	B	01/06/2026	03/10/2026
Sean Lloyd	Sheriff's Department	Correctional Officer Sergeant	B	10/24/2025	12/13/2025
Syretha Sessions	Sheriff's Department	PT Case Officers	B	12/02/2025	08/29/2025
Tern Walker	MNPS Information Technology	Enterprise Solutions Architect	B	01/07/2026	02/27/2026
Theresa Ragland	MNPS Nashville School of the Arts	Exceptional Education Para Professional	B	11/24/2025	01/09/2026
Timothy Poor	MNPS Maintenance	Landscape Technician	B	11/21/2025	12/31/2025
Vaughn Wilson	Finance - Director of Finance	Finance Admin	B	01/08/2026	01/31/2026

* Deferred Benefit

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
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Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Harold Blocker	Bordeaux Long Term Care	Gladys Blocker	B	02/01/2026
Joseph Porch	Sheriff	Laura Porch	B	02/01/2026
Kenneth Blackwell	Parks	Dorothy Blackwell	B	02/01/2026
Kevin Arnold	Water Services	Shawn Arnold	B	01/01/2026
Larry Cole	Health	Miltonette Cole	B	02/01/2026
Pauline Fellman	Hospital Authority	Robert Fellman	B	01/01/2026
Phillip Sesler	Fire	Christine Sesler	B	02/01/2026
Tommy Glasgow	Police	Annette Glasgow	A	01/01/2026
Walter Williams	General Services - Police Headquarters	Monique Williams	B	02/01/2026

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Betty Ware*	Criminal Court Clerk	Deputy Criminal Court Clerk	B	12/27/2025	06/01/2023
Tommy Meeks*	Police	Police Officer	B	12/30/2025	12/01/2025
Warren Dillard*	Finance	Info Systems App Tech 2	B	01/20/2026	03/01/2026
Areatha Richard*	Circuit Court Clerk	Deputy Clerk	B	12/23/2025	02/01/2026

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

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
James Edens	General Services	B	12/01/2025

Options Elected

Employee	Department	Pension Plan Type	Plan A/B	Effective Date	Option	Drop Election
Angela Jones	MNPS	MNPS Support	B	02/01/2024	Option D - 120 Payments Guaranteed	No DROP
Angela Jones	Health	GG	B	11/01/2025	Normal Form	No DROP
Armando Escobar	MNPS	MNPS Support	B	02/01/2024	Option A - J&S 100%	No DROP
Darrell King	NDOT	GG	A	01/01/2026	Normal Form	No DROP
Donna Manning	Health	GG	B	01/01/2026	Normal Form	No DROP
Edna Jones	General Services - Lindsley Hall	GG	B	12/05/2025	Normal Form	No DROP
Eric Crawford	State Trial Courts	PF	B	11/01/2025		
George Thomas	MNPS Special Ed Bus Sub	MNPS Support	B	12/20/2025	Normal Form	No DROP
Jackie McKinney	MNPS Shwab Elementary EO	MNPS Support	B	07/01/2025	Option E - J&S 100% with Pop-Up	No DROP
Jenny Stringer	MNPS Westmeade Elementary	MNPS Support	B	12/06/2025	Normal Form	No DROP
Joanna Enoch	Information Technology Services	GG	B	12/06/2025	Option A - J&S 100%	No DROP
Joe Pennington	Police	PF	B	01/01/2026	Option A - J&S 100%	No DROP
Jon Atwood	Codes Administration	GG	B	12/06/2025	Option A - J&S 100%	No DROP
Lisa Hearn	Parks Dept - Administration	GG	B	10/30/2025	Normal Form	No DROP
Luana Ralph	Health	GG	B	03/01/2021	Normal Form	No DROP
Matthew Filter	General Services - Police Headquarters	PF	B	12/06/2025	Option F - J&S 50% with Pop-Up	No DROP
Patricia Hayes	Public Defender	GG	B	11/22/2025	Option A - J&S 100%	No DROP
Patti Harbert	Assessor of Property	GG	B	02/01/2025	Option A - J&S 100%	No DROP
Paul Miller	Library - Ben West Library	GG	B	11/30/2025	Option B - J&S 50%	2 Year DROP
Rhonda Dunn	Knowles Home	GG	B	11/01/2023	Normal Form	No DROP
Robert Sory	General Sessions - Circuit Court Clerk	GG	B	11/29/2025	Option A - J&S 100%	2 Year DROP
Salim Shino	MNPS	MNPS Support	B	07/01/2021	Option E - J&S 100% with Pop-Up	No DROP
Thomas Clinard	MNPS Special Ed Bus Sub	MNPS Support	B	12/20/2025	Option A - J&S 100%	No DROP
Thomas Sharp	Health Dept	GG	B	12/20/2025	Option A - J&S 100%	No DROP
Tyrone Stewart	Health Dept	GG	B	12/02/2025	Normal Form	3 Year DROP
Virginia Roberts	MNPS Amqui Elementary	MNPS Support	B	12/05/2025	Normal Form	3 Year DROP
William Martin	Sheriff	PF	B	11/01/2020	Option E - J&S 100% with Pop-Up	No DROP

Options

Normal
Option A Life Annuity
Option B Joint & Survivor
Option C Joint & Survivor
Option D Social Security
Option E 120 Payments
Option F Joint & Survivor

Key Codes

No Option Elected
100% to Surviving Beneficiary
50% to Surviving Beneficiary

Certain and Life
100% to Surviving Beneficiary with Pop-Up Feature
50% to Surviving Beneficiary with Pop-Up Feature

Drop Elections

1 1 Year Drop
2 2 Year Drop
3 3 Year Drop

QDRO – None to report

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. Pension plan valuation - Final results.

Christina Hickey reported to the Board that USI will be presenting the final results of the annual actuarial valuation on the pension plans. She stated that in accordance with Metro Code Section 3.16.050, the Board will need to adopt the contribution rate for next year by the end of February.

Kevin Sullivan, USI, gave a summary of the experience study and valuation results. He reviewed the plan provisions and employee data statistics of the plans (open and closed). He reviewed the plans assets and liabilities. Mr. Sullivan reviewed future trends and projected contribution assumptions, existing gains, and losses. He reviewed a summary of the preliminary recommended contribution rates of minimum, baseline and the current and recommended 13.40.0%.

*Denotes the arrival of Jonathan Puckett.

Kevin Brown, Finance Department, was also present for any questions.

After some discussion of the recommended rate and a possible increase next year, B.R. Hall moved for approval to continue with the current contribution rate of 13.550%. Shannon Hall seconded, and the Board approved without objection.

3. Cigna Health Coach introduction.

Christina Hickey reported to the Board that staff is pleased to welcome our new Cigna Health Coach, Amy Hale, R.N. and certified health coach, who will provide personalized in-person and virtual coaching support to benefits eligible employees, focusing on wellness goals, lifestyle improvements, preventive health strategies, and management of at-risk conditions such as prediabetes, hypertension and stress to enhance overall member outcomes and reduce long-term healthcare costs. She also noted that the position is fully funded and supported by Cigna.

Amy Hale, RN, was present and introduced herself to the Board.

Paul Huffman, Cigna, was also present. He gave some background on her role and where she will be located.

Christi Mayo, Human Resources, was also present.

4. Correspondence:

- a. Cigna - Network Change: Partners in Pediatrics and East Tennessee Children's Hospital - Potential Hospital Termination – TN.

Paul Huffman, Cigna, stated that there is no update at this time.

B.R. Hall questioned the status of the injury on duty (IOD) cards.

Courtney Hughes, Acrisure Claims Services, gave an update on the cards citing that they have been mailed out.

5. Reports for your information:

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

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

6. Late item(s):

There were no late items reported at the meeting.

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

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Christy Pruitt-Haynes, Vice-Chair
Employee Benefit Board