

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

March 3, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, March 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, Bradley Pinson, 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 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 February 3, 2026. With two corrections, nothing further was noted and Robert Weaver moved for approval. B.R. Hall seconded and the Board approved without objection.

At this time the Board took item 2. Presentation of Resolution out of order.

A Resolution was presented to Edna Jones thanking her for her service to the Board.

*Denotes the arrival of Shannon Hall.

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. Harold Finch 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 through 10 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 10 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 items 11 through 13, he requests a deferral for the length of time as recommended. Harold Finch moved for approval of the request to defer items 11 through 13 for the length of time as recommended. Bradley Pinson seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 14 he recommends approval of return to work.

Christy Sawyers, Police Department, was present.

**Denotes the arrival of G. Thomas Curtis.

Robert Weaver moved for approval of the recommendation of return to work on item 14. B.R. Hall seconded and the Board approved with Tom Curtis not voting.

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

Dr. Kenton Dodd reported to the Board that item 15 is a request to return to work, however, he recommends continuing the disability pension as he is not medically fit for duty.

Christy Sawyers, Police Department, was present.

The pensioner was present and addressed the Board regarding the request.

Christy Pruitt-Haynes moved for approval of the recommendation to continue the disability item 15 for the length of time as recommended. Bradley Pinson seconded and the Board approved without objection.

Claire Wells reported to the Board that item 16 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 16 to be removed from the reexam list with no further review. Harold Finch seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the late item, 17 for the length of time as recommended. Harold Finch moved for approval of the recommendation to approve the late item, 17 for the length of time as recommended. 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.	Kyla M. Anderson	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (September 2026), with reexam at that time.
2.	Jack R. Baucom	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (September 2026), with reexam at that time.
3.	Jackson C. Fuqua	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (September 2026), with reexam at that time.
4.	Jay A. Youngs	Sheriff's Office	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled reexam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	James N. Franklin	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (March 2028), with reexam at that time.

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

REEXAMINATIONS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Lars T. Gardell	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (March 2027), with reexam at that time.
7.	Julie A. Haynes	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled reexam at that time.
8.	Joshua T. Jent	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (March 2027), with reexam at that time.
9.	Tanisia Osborne	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (March 2028), with reexam at that time.
10.	Maria R. Pardue	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (March 2027), with reexam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
11.	Colin K. Feeney	Police	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month, (April 2026), with reexam at that time.
12.	Nicholas M. French	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (May 2026), with reexam at that time.
13.	Keisha L. Johnson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for four months, (July 2026), with reexam at that time.

RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Timothy J. Powell	Police	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 – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded, and approved, this return to work request was denied and the pension was continued.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
16.	Deborah J. James	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

NEW REQUESTS – LATE ITEM:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Adalberto Gonzalex	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved without stipulation of scheduled reexam at that time.

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. Bradley Pinson seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Nelson, Sylvester L.	Water	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 11.04C1
2	Winston, Margie M.	MAC	Pension Approval	No	No	Does Not Meet SSA Durational Requirements

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

PENSIONS
March 3, 2026

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Areatha Richard *	Law	N/A	B	12/23/2025	02/01/2026
Arlene Gordon *	Hospital Authority	N/A	B	01/31/2026	02/01/2024
Billie Hess *	Sheriff	N/A	B	12/30/2025	01/01/2020
Charlene Hill	MNPS Special Ed Bus Sub	School Bus Monitor	B	02/06/2026	01/09/2026
Christopher Hathaway *	Parks	N/A	B	01/11/2026	01/01/2026
Dawne Gray *	Hospital Authority	N/A	B	12/26/2025	02/01/2026
Farhan Hamo *	MNPS	N/A	B	02/10/2026	07/01/2023
Gerry Scott	MNPS Family Information Center	Family Services Liaison	B	02/09/2026	02/20/2026
James Curtis *	Police	N/A	B	02/04/2026	03/01/2026
Jeff Turner	Water & Sewer	Utility Compliance Insp 1	B	02/10/2026	03/07/2026
John Norman	Fire Department - Admin - Small Orders	Paramedic	B	02/18/2026	03/13/2026
Joy Suter	MNPS Special Ed Bus Sub	School Bus Monitor	B	02/17/2026	01/24/2026
Julie Berbiglia	Water & Sewer	Program Spec 3	B	02/11/2026	03/18/2026
Kathy Coleman	MNPS Nutrition Service- Buena Vista ES	Wellness Center Cafe Manager	B	02/02/2026	01/01/2026
Patricia Hadley	MNPS Crieve Hall Elementary	Nutrition Services Manager IV	B	02/17/2026	02/28/2026
Ricky Getsay *	Emergency Communications	N/A	B	02/10/2026	03/01/2026
Scott Henderson	General Services - Police Headquarters	Police Officer 2	B	02/09/2026	03/02/2026
Sharon Smith	Water & Sewer	Special Projects Mgr	B	02/11/2026	03/14/2026
Sherry Walker	Parks Dept - Administration	Admin Svcs Officer 3	B	02/02/2026	02/21/2026
Sonya Busby	MNPS East Nashville Magnet Middle	Nutrition Services Cashier	B	02/24/2026	02/18/2026
Stanley Woodall *	Finance	N/A	B	01/08/2026	02/01/2026
Talisa Banniza	Juvenile Court Clerk	Admin Svcs Division Manager	B	02/03/2026	03/07/2026
William Coleman	Water & Sewer	Safety Coord	B	02/03/2026	03/07/2026

* Deferred Benefit

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
Charles Holland	Fire	B	01/01/2026
Joseph Haywood	Police	B	01/01/2026
Mitchell Groves	MNPS Maintenance	B	02/01/2026
Tammie Lehmann	Hospital Authority	B	02/01/2026
Terri A Tawater	MNPS	B	01/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Ann Watkins	MNPS	Hank Watkins	B	02/01/2026
Arnold White	Sheriff's Department	Emma White	B	01/01/2026
Barry Jones	Water Services	Judith Jones	B	02/01/2026
Clarence Blackburn	Water & Sewer	Mary Blackburn	B	03/01/2026
Delores Hitchcock	MNPS	Kimball Hitchcock	B	02/01/2026
Dena Underwood	MNPS Charlotte Park Elementary	Chris Underwood	B	03/01/2026
Dennis Adams	MNPS Bus Drivers	Shirley Adams	B	01/01/2026
Donald Black	Metro Tax Assessor of Property	Tracy Black	B	02/01/2026
Haydar Gerdi	Health Dept	Bonnie Gerdi	B	01/01/2026
Ira Strube	Fire	Patricia Strube	B	02/01/2026
Jassy Guinn-Smith	Social Services Central Office	Richard Smith	B	01/31/2026
Kenneth Murphy	Fire	Julie Murphy	A	01/01/2026
Larry Carter	Police	Beverly Carter	B	01/01/2026
Leslie Leverette	MNPS	Sharon Leverette	B	03/01/2026
Robert Adgent	Hospital Authority	Penelope Adgent	B	01/01/2026
Ronald Cannon	Water & Sewer	Tammy Cannon	B	03/01/2026
Ronald Holt	Fire	Margaret Holt	B	02/01/2026
Walter Hunt	Social Services	Cathy Hunt	B	02/01/2026

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

Employee	Department	Survivor Name	Plan A/B	Effective Date
Michael Austin	Circuit Court Clerk	Amelia Austin	B	03/01/2026
Duane Berry	MNPS	Barbara Berry	B	03/01/2026
Robert Jackson	Police	Mildred Bates	A	03/01/2026
Bobby Garrison	Fire	Barbara Garrison	Closed	02/01/2026

QDRO

Employee	Department	Plan A/B	Case Type
James Armstrong	Water Services	B	ACTIVE

<u>Key Codes</u>	
<u>Options</u>	<u>Drop Elections</u>
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	

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 taken out of order.

3. Medical & Life Committee report. (Chair Harold W. Finch, II; Vice-Chair: Christy Pruitt-Haynes; Members: G. Thomas Curtis, B.R. Hall, Sr., Bradley Pinson and Robert Weaver. Alternate(s): Shannon Hall and Jonathan Puckett)

Christina Hickey reported to the Board that the Medical & Life Committee met on February 23, 2026 to deliberate on 5 medical care requests. She stated the Committee's recommendations are being presented for the Boards action along with the Committee minutes for approval by the Committee members.

Committee Chair Harold W. Finch, II asked if there were any amendments, corrections, or questions of the minutes from the February 23, 2026, Medical & Life Committee meeting. With no corrections, Bradley Pinson moved for approval of the Medical & Life Committee minutes. B.R. Hall seconded, and the Committee minutes were approved without objection.

Christina Hickey reported to the Board that on Committee item 2, the Self-insured Cigna HRA plan appeal - Dependent of employee from Metropolitan Nashville Public Schools, (MNPS), was denied coverage of the

3. Medical & Life Committee report. (continued)

surgical correction of tuberous breast deformity. She stated the Committee recommended overturning the denial and approving this request for this member in this particular circumstance.

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 case. Robert Weaver seconded and the Board approved without objection.

Christina Hickey reported to the Board that on Committee item 3, the Self-insured Cigna PPO plan appeal from the provider, SPRcare, of an employee from General Services was denied coverage of CPT 64555, 2 units, percutaneous implantation of neurostimulator electrode array; peripheral nerve (excludes sacral nerve). She stated that the Committee recommended overturning the denial and approving this request for this member in this particular circumstance.

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 case. Bradley Pinson seconded and the Board approved without objection.

Christina Hickey reported to the Board that on Committee item 4, the Self-insured Cigna HRA plan appeal from the provider, SPRcare, for an employee from Metropolitan Nashville Public Schools (MNPS) was denied coverage of CPT 64555, 2 units, percutaneous implantation of neurostimulator electrode array; peripheral nerve (excludes sacral nerve) as this procedure is considered experimental, investigational, and not medically necessary. She stated the Committee recommended to uphold the denial by Cigna.

B.R. Hall moved for approval of the Committee's recommendation to uphold the denial by Cigna. Christy Pruitt-Haynes seconded and the Board approved without objection.

Christina Hickey reported to the Board that on Committee item 5, the Self-insured Cigna HRA plan appeal from the provider, Compass Intervention Center, for a dependent of an employee from the Sheriff's Office was denied coverage of the Residential Behavioral Health Level of Care, Child or Adolescent, ORG: B-902-RES services for the date of 10/14/25. She stated the Committee recommended to uphold the denial by Cigna.

Bradley Pinson moved for approval of the Committee's recommendation to uphold the denial by Cigna. B.R. Hall seconded and the Board approved without objection.

Christina Hickey reported to the Board that on Committee item 6, the Self-insured Cigna PPO plan appeal - Dependent of employee from Music City Center was denied coverage of a GLP-1 medication. She stated the Committee recommended to uphold the denial by Cigna.

B.R. Hall moved for approval of the Committee's recommendation to uphold the denial by Cigna. Robert Weaver seconded and the Board approved without objection.

4. In line of duty death benefit for Scott H. Byrd.

Christina Hickey reported to the Board that Scott H. Byrd was an active employee classified as a Special Operations Commander with the Metro Nashville Police Department. She stated he died on November 14, 2025 of anoxic brain injury, cardiac arrest, and ST elevation myocardial infarction according to the death certificate. She stated that under the benefit system, Mr. Byrd's beneficiaries are entitled to the basic term life insurance benefit which has been processed, and Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Mr. Byrd's estate and this request is now being made on behalf of his wife, April Byrd. In accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

The decedent's spouse was present along with Seth Waltenbaugh, Police Department and Joel Cottrill, President of the Fraternal Order of Police.

4. In line of duty death benefit for Scott H. Byrd. (continued)

Robert Weaver moved for approval of the in line of duty death benefit for Scott H. Byrd. B.R. Hall seconded and the Board approved without objection.

5. Correspondence:

- a. Utilization report from CIGNA.

Item 5.-a. was for information only.

Dylan Lynch, Human Resources, gave an update on the pension calculation system.

6. Reports for your information:

- a. Social Security approvals.
- b. Denial log from Acrisure.
- c. Benefit Board expense reports.

Item 6.-a. through 6.-b. was for information only.

7. Late item(s):

There was one late item under section c and it was reported at the meeting.

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

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Jonathan Puckett, Chair
Employee Benefit Board