

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

April 7, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, April 7, 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: Allison Cantway, G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon Hall, Bradley Pinson, and *Jenneen Reed.

Robert Weaver was unable to be present.

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

Jonathan Puckett informed the Board that the Study & Formulating Committee will have their first meeting on Monday, April 13 at 9:30 a.m. in the Sonny West Conference Room.

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 March 3, 2026. With no corrections, nothing further was noted and B.R. Hall 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 3, for the length of time as recommended. Christy Pruitt-Haynes moved for approval of the recommendation to approve the disability pension new requests, items 1 through 3 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

The employee and his attorney Jack Byrd were present for item 4.

Seth Waltenbaugh, Police Department, was also present.

Dr. Kenton Dodd reported to the Board that this item is to be determined based on the employee's wanting to return to work.

The employee addressed the Board regarding returning to work and having another evaluation.

Dr. Kenton Dodd stated that he does have a pending injury on duty claim however, he would recommend approval of the disability pension new request, item 4, as a medical disability pension. He also noted that in regards to returning to work in a sworn position there are some complicated circumstances.

After some discussion regarding the injury on duty claim, the individual returning to work and getting the certification necessary for a sworn position, Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 4 for the length of time as recommended (three months). 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 he recommends approval for continuing the disability pension reexaminations, items 5 through 14 for the length of time as recommended. Bradley Pinson moved for approval of the recommendation to continue the disability pension reexaminations, items 5 through 14 for the length of time as recommended. Christy Pruitt-Haynes seconded and the Board approved without objection.

The employee and union representative were present for item 15.

Dr. Kenton Dodd reported to the Board that on item 15, he requests a deferral for the length of time as recommended.

After some discussion regarding a pending injury on duty claim, the individual receiving treatment and the individual not signing the release forms to obtain medical records, Christy Pruitt-Haynes moved for approval of the request to defer item 15 for the length of time as recommended. Bradley Pinson seconded and the Board approved without objection.

The individual was present for item 16.

Seth Waltenbaugh, Police Department was also present.

Dr. Kenton Dodd reported to the Board that on items 16 he recommends approval of return to work with no restrictions. Bradley Pinson moved for approval of the recommendation of return to work with no restrictions. Harold Finch seconded and the Board approved without objection.

Juanita Davis, Water Department, was present

Dr. Kenton Dodd reported to the Board that on item 17 he recommends approval of return to work with no restrictions. Bradley Pinson moved for approval of the recommendation of return to work. Harold Finch seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 18 they are medically unable to perform their previous duties, however, they can only do permanent sedentary light work. He stated that they were assigned vocational case management and has not been in compliance with the program.

Tracy Peterland, Eckman Freeman & Associates, was present and reviewed the individual's prognosis with the program and lack of contact with the individual.

There was some discussion regarding the individual's attendance issues, inability to travel to the classes and a non-work-related surgery that keeps her from driving and providing medical records to support not being able to drive.

*Denotes the arrival of Jenneen Reed.

After some discussion of the particular circumstances of this case, appropriate communication with the pensioner and becoming compliant with the vocational case management Harold Finch moved to continue the pension.

After some discussion of the prognosis, lack of medical information regarding the surgery, a reexam date, language barriers and failing to participate in the classes, Harold Finch amended his motion to discontinue vocational case management and continue the disability pension for one year. Tom Curtis seconded and the Board approved with Jenneen Reed abstaining.

Dr. Kenton Dodd reported to the Board that on item 19, the individual has withdrew his request to return to work after all the evaluations and he recommends continuing the pension based on those evaluations.

B.R. Hall moved for approval of the recommendation to continue the disability pension, item 19 for the length of time as recommended. Harold Finch 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 20 he recommends approval of the request to return to work in a non-sworn position.

Seth Waltenbaugh, Police Department, was present and stated that they have identified positions that will work around his restrictions and there will be a salary supplement.

Dr. Kenton Dodd reported to the Board that on item 21 he recommends a denial of the request to return to work in a sworn position as the medical evaluation in this case did not support the request. He stated that he recommends continuing the pension for the length of time a recommended.

B.R. Hall moved for approval of the recommendation to deny the request to return to work in a sworn position and continue the disability pension, item 21 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Claire Wells reported to the Board that items 22 and 23 have been approved for Social Security prior to their upcoming reexam and need to be removed from the reexam list. B.R. Hall moved for approval of the Social Security approval, items 22 and 23 to be removed from the reexam list with no further review. Tom Curtis seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Angela G. Cravens	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for eight months, (December 2026), with reexam at that time.
2.	Stephen N. Holland	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2026), with reexam at that time.
3.	Taylor C. Landers	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (October 2026), with reexam at that time.
4.	Christopher R. Cote	Police	Medical	As moved, seconded, and approved, this disability pension request was approved for three months, (July 2026), with reexam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
5.	Will H. Amundson	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2027), with reexam at that time.
6.	Myles B. Batey	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (April 2027), with reexam at that time.

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
7.	Joseph A. Clinard	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (April 2028), with reexam at that time.
8.	Demetrius N. Corlew	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (April 2028), with reexam at that time.
9.	Sheila D. Ferguson	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for eight months, (December 2026), with reexam at that time.
10.	Joseph E. Francescon	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (April 2028), with reexam at that time.
11.	Robert J. Higgins, Jr.	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2027), with reexam at that time.
12.	Seth E. Kellow	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2027), with reexam at that time.
13.	Howard R. Martin	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (April 2027), with reexam at that time.
14.	Alfreda M. Miguel	Library	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (April 2028), with reexam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	William L. Brown	Fire	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (June 2026), with reexam at that time.

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

RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
16.	Colin K. Feeney	Police	Medical	As moved, seconded, and approved, this individual was returned to work.
17.	Christopher D. Oliver	Water	Medical	As moved, seconded, and approved, this individual was returned to work.

TO BE DETERMINED:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
18.	Mervat M. Sayeh	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved vocational case management was discontinued and the disability pension was continued for one year.

OTHER – UPDATE – WITHDRAWN REQUEST TO RETURN TO WORK – NO RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
19.	Napoleon A. Howell, Jr.	Sheriff's Office	Medical	As moved, seconded, and approved, the return to work request was withdrawn and the disability pension was continued without stipulation of scheduled reexam.

REQUEST - RETURN TO WORK IN NON-SWORN POSITION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
20.	Carlos C. Angulo, Jr.	Police	In Line of Duty	As moved, seconded, and approved, this individual was returned to work in a non-sworn position.

REQUEST - RETURN TO WORK IN SWORN POSITION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
21.	Michael W. Baltz	Fire	In Line of Duty	As moved, seconded, and approved, this return to work request was denied.

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
22.	William Jenkins	Nashville Department of Transportation	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
23.	Jacqueline K. Lucas	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

SOCIAL SECURITY REFERRALS:

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Franklin, James N.	Fire	Pension Approval	Yes	Yes	Evaluation, Assist with Appeal
2	Gonzalez, Adalberto	MNPS	Pension Approval	No	No	Newly Approved for SSDI Benefits
3	Youngs, Jay A.	Sheriff	Pension Approval	Yes	Yes	Evaluation, May Meet SSA Guidelines

Dr. Kenton Dodd reported to the Board that CSME's office concurs with the case management recommendations on the Social Security referrals.

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

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. Tom Curtis seconded and the Board approved without objection.

PENSIONS
April 07, 2026

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Ann Mckenzie *	Hospital Authority	Registered Nurse	B	03/11/2026	07/01/2025
Benjamin Melton *	Public Library	Library Assoc 1	B	03/23/2026	05/01/2026
Billy Morris	General Services - Police Headquarters	Police Captain	B	03/25/2026	04/04/2026
Bonita San Miguel	MNPS Rosebank Elementary	Exceptional Education Para Professional	B	03/24/2026	05/22/2026
Brenda Hutchison *	MNPS	Bus Driver	B	02/17/2026	12/01/2025
Christina Slusar	MNPS Tulip Grove Elementary	Exceptional Education Pre-K Self Contained Para Professional	B	02/17/2026	05/01/2026
Clarence Tangney	General Sessions - Circuit Court Clerk	Office Support Spec 1	B	03/09/2026	04/30/2026
Clifton Beckles	Parks Dept - Administration	Custodian	B	02/25/2026	03/31/2026
David East	MNPS Special Ed Bus Sub	School Bus Monitor	B	02/19/2026	03/30/2026
David Hazzard	General Services - Police Headquarters	Police Sergeant	B	03/12/2026	03/12/2026
David Hines	MNPS Human Resources & Org Dev	Executive Director of Employee Benefits	B	03/23/2026	04/30/2026
Deana Ayers *	Hospital Authority	Medical Transcriptionist	B	12/08/2025	12/01/2023
Denise Hopgood *	Human Relations Commission	Compliance Inspector 2	B	03/17/2026	04/01/2026
Donald Travers	Water & Sewer	Indust Maint Supv 2	B	02/24/2026	04/17/2026
Donna Cartwright	State Trial Courts - Business Office	Social Work Tech	B	02/22/2026	04/01/2026
Donna Josslyn	Juvenile Court	Information Systems Advisor 2	B	03/25/2026	04/22/2026
Doren Lockhart	Water & Sewer	Equipment & Supply Clk Sr	B	03/08/2026	03/28/2026
Doretha Fykes	Health Dept	Program Coord	B	03/12/2026	06/23/2026
Frank Hagey	Fire Department - Admin - Small Orders	Fire Engineer	B	03/09/2026	04/01/2026
Henry Foster	Circuit Court Clerk	Deputy Clerk 2	B	03/17/2026	03/28/2026
John Locke	NWS - Nashville Waste Services	Equipment Operator Senior	B	02/20/2026	05/01/2026
Kathleen Benz	MNPS Tulip Grove Elementary	Exceptional Education Pre-K Self Contained Para Professional	B	03/23/2026	05/23/2026
Kelly White *	Police	Police Officer 2	B	03/10/2026	03/01/2026
Kimberly Reed	Fire Department - EMS	Paramedic	B	03/25/2026	03/28/2026
Lori Tyson	Circuit Court Clerk	Satellite position	B	03/08/2026	04/21/2026
Lorraine Abrams	Legal Department	Paralegal	B	03/03/2026	04/01/2026
Martin Hampton	Fire Department - Admin - Small Orders	Fire District Chief	B	03/11/2026	04/16/2026
Michael Bond	Parks Dept - Administration	Maintenance & Repair Leader	B	03/10/2026	04/08/2026
Michael Campanali	Fire Department - Admin - Small Orders	Fire Engineer	A	03/11/2026	03/19/2026
Neal Fox	Sheriff's Department	Technical Specialist 2	B	03/25/2026	04/18/2026
Ouida Davis	Social Services Central Office	Program Coord	B	03/05/2026	04/17/2026
Pamela Bass *	Bordeaux	Envir Svcs Tech	B	03/25/2026	05/01/2026
Patricia Broyles *	General Hospital	Phlebotomy Specimen Tech	B	02/04/2026	04/01/2026
Paul Smethers	Library - Ben West Library	Library Associate	B	03/18/2026	01/12/2026
Richard Davis	Sheriff	Correctional Officer 2	B	02/19/2026	03/01/2026
Richard Rowe	CCA Convention Center Authority	Set Up Staff Supv-Conv Ctr	B	02/23/2026	04/01/2026
Roxanna Pierce	NDOT	Human Resource Analyst 1	B	02/19/2026	04/01/2026
Shirley Sims-Saldana	Human Relations Commission	Admin Svcs Manager	B		
Stacy Whitson	Human Resources		B	02/19/2026	03/01/2026
Stephanie Chatman	Circuit Court Clerk	Satellite position	B	03/13/2026	05/01/2026
Teresa Stokes	MNPS Digital Strategy and Implementation	Technology Services Resources Specialist	B	03/24/2026	05/01/2026
Theodore Ashworth	CCA Convention Center Authority	Housekeeping-3rd shift-MCC	B	03/16/2026	10/01/2020
Theresa Simon	CCA Convention Center Authority	Admin Asst/Oper-Conv Center	B	03/25/2026	04/17/2026
Tonia Degrafenaried *	MNPS	Gen School Asst	B	03/30/2026	03/01/2026
William Manuel	Parks Dept - Administration	Parks & Recreation Supt	B	02/23/2026	04/29/2026
Willie Burks*	Health Dept		B	03/14/2026	04/01/2024

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
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*** Deferred Benefit****Disability to Service**

Employee	Department	Plan A/B	Effective Date of Conversion
Bobby Cason	NDOT	B	03/01/2026
Delores Rainey	Metro Action Commission	B	03/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Bobby Garrison	Dept Location Name for Report	Barbara Garrison	B	02/01/2026
Chris Austin	General Sessions Court	Rachael Austin	B	11/24/2019
Darnell Fletcher	MNPS A. Z. Kelley Elementary	Victoria Fletcher	B	03/29/2026
Duane Berry	MNPS	Barbara Berry	B	03/01/2026
Gary Johnson	Water & Sewer	Dawn Johnson	B	04/01/2026
Homer Ferguson	Health Dept	Marina Ferguson	B	03/01/2026
James Hooks	Health Dept	Tyler Hooks	B	01/01/2026
James Luther	Benefit Board	Karen Luther	B	03/01/2026
James McGee	Public Library	John McGee	B	03/01/2026
James Russell Jr.	MNPS	Cheryl Russell	B	04/01/2026
John Brown	General Sessions - Circuit Court Clerk	Anne Brown	B	03/01/2026
John Williamson	Water Services	Laura Williamson	B	03/01/2026
Michael Austin	Circuit Court Clerk	Amelia Austin	B	03/01/2026
Randy Hawkins	Fire	Audrey Evans	A	02/01/2026
Robert Farley	Water Services	Bertha Farley	B	04/01/2026
Robert Jackson	Police	Mildred Bates	A	03/01/2026
Roy Gifford	NDOT	Dottie Gifford	B	03/01/2026
Sulers Chaiseree	MNPS	Galayanee Chaiseree	B	03/01/2026
Thomas Gustine	Sheriff	Maria Blackman	B	04/01/2026
Thomas Mccullough	Sheriff	Kelly Mccullough	B	04/01/2026
Wayne Barry	Fire Department - Admin - Small Orders	Martha Barry	B	04/01/2026

QDRO

Employee	Department	Plan A/B	Case Type
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Options Elected

Employee	Department	Pension Plan Type	Plan A/B	Effective Date	Option	Drop Election
Charles Beasley	General Services - Police Headquarters	PF	B	12/31/2025	Option A - J&S 100%	1 Year DROP
David Terrazas	Police	PF	B	01/01/2026	Option D - 120 Payments Guaranteed	No DROP
David Tucker	Water & Sewer	GG	B	12/31/2025	Option B - J&S 50%	3 Year DROP
Donald Knoch	Sheriff	GG	B	03/01/2026	Normal Form	No DROP
Ed Saucedo	Fire Department - Admin - Small Orders	PF	B	12/29/2025	Option B - J&S 50%	No DROP
Floyd Garmon	Fire Department - Admin - Small Orders	PF	B	12/31/2025	Option F - J&S 50% with Pop-Up	3 Year DROP
Granvisse Earl	Sheriff's Department	GG	B	1/27/2026	Normal Form	No DROP
Harry Jines	Sheriff's Department	PF	B	12/31/2025	Option E - J&S 100% with Pop-Up	3 Year DROP
Jamell Randall	General Services - Police Headquarters	PF	B	12/31/2025	Option D - 120 Payments Guaranteed	3 Year DROP
James Carson	Office of Internal Audit	GG	B	12/30/2025	Normal Form	No DROP
Karren Stacey	MNPS Nutrition Service- Buena Vista ES	MNPS Support	B	01/08/2026	Normal Form	3 Year DROP
Melinda Mcdonald	MNPS	MNPS	B	05/01/2025	Normal Form	No DROP

		Support				
Randy Patton	Hospital Authority	GG	B	02/01/2026	Normal Form	No DROP
Timothy Hampton	Fire Department - Admin - Small Orders	PF	B	12/31/2025	Option A - J&S 100%	3 Year DROP
William Coleman	Water & Sewer	GG	B	02/28/2026	Option A - J&S 100%	No DROP

Options

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

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. 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 March 23, 2026 to deliberate on 2 medical care requests. She stated the Committee's recommendations are being presented for the Board's 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 March 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 - Employee from Department of Law, was denied coverage for proposed Health Care Procedure Coding System (HCPCS) code J9316 (Injection, pertuzumab, trastuzumab, and hyaluronidase-zzxf, per 10 mg) (Phesgo). She stated the Committee recommended overturning the denial and approving this request for this member in this particular circumstance.

Paul Huffman, Cigna, was present.

The employee was present.

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. Jonathan Puckett 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 - Dependent of Employee from Metropolitan Nashville Public Schools (MNPS) was denied coverage of Omnitrope 10 mg/1.5 ml cartridge, Quantity: 6.0/Days' Supply: 28, subcutaneous injection. She stated the Committee recommended overturning the denial and approving this request for this member in this particular circumstance.

Paul Huffman, Cigna, was present.

The employee's spouse was present.

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. Jonathan Puckett seconded and the Board approved without objection.

3. 2027 Medical plan rates.

Christina Hickey reported to the Board that at the March 17, 2026, Study Session, USI presented information on the medical plan rates for 2027. She stated USI's presentation is for the Board's review and the Board will need to determine the medical plan rates for 2027.

3. 2027 Medical plan rates. (continued)

Joseph Meyers and Lauren Chrisman, USI, reviewed the claims experience over the past year, the rate history, the reserves, renewal assumptions, and rate considerations for 2027.

There was some discussion of the demographics of the plans, rate increase scenarios, using the fund balance, and trends with other entities.

After some discussion of the scenarios, claims experience buying down the rates and previous moderate increases, Tom Curtis moved for approval of scenario 1, a 16.8% increase for the medical plan rates for 2027. Jenneen Reed seconded, and the Board approved without objection.

4. Fiscal year 2027 Metropolitan Employee Benefit Board budget.

Christina Hickey reported to the Board that as discussed at the March 17, 2026 Study Session, the proposed Metropolitan Employee Benefit Board budget for fiscal year 2027 is being presented for review and approval.

Sharon Sepik and Katelyn Richie, Treasurers Office, were present for questions.

Christy Pruitt-Haynes moved for approval of the 2027 Benefit Board budget. B.R. Hall seconded, and the Board approved without objection.

5. Correspondence:

- a. Utilization report from CIGNA.
- b. Cigna healthcare pharmacy clinical update.
- c. Return to work.
- d. Social Security approvals.
- e. Denial log from Acrisure.
- f. Benefit Board expense reports.

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

7. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:30 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Jonathan Puckett, Chair
Employee Benefit Board