

MINUTES
METROPOLITAN EMPLOYEE BENEFIT BOARD
PENSION COMMITTEE

May 19, 2026

The Metropolitan Employee Benefit Board's Pension Committee met on Tuesday, May 19, 2026 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, TN at approximately 9:39 a.m.

Committee Members present: Chair: Bradley Pinson; Vice-Chair: Harold W. Finch, II; Members: B.R. Hall, Sr. and Alternate(s): *Shannon B. Hall.

Member Christy Pruitt-Haynes was unable to be present. Shannon Hall served as alternate.

Board Member present: Robert Weaver

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Abbey Greer Metro Legal Department

Christina Hickey called the meeting to order and opened the floor to nominations for Committee Chair and Vice-Chair.

B.R. Hall nominated Bradley Pinson for Committee Chair. Harold Finch seconded. A vote was taken on the nomination for Committee Chair and was approved without objection.

B.R. Hall nominated Harold Finch for Committee Vice-Chair. Bradley Pinson seconded. A vote was taken on the nomination for Committee Vice-Chair and was approved without objection.

The Human Resources staff submitted the following for the Committee's consideration and appropriate action:

Items pending before the Committee are as follows:

1. Public Comment Period

A maximum of five (5) 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 beginning of the meeting.

There were no public comments.

2. Pension waiver of overpayment – Disability pensioner from Metropolitan Nashville Public Schools, (MNPS).

The disability pensioner was present.

Dylan Lynch, Human Resources, was also present.

*Denotes the arrival of Shannon Hall.

Christina Hickey reported to the Committee that Metro Human Resources recently discovered during an audit of pension records, that a Metro disability pensioner has been receiving a duplicated pension due to an error in our HRIS system. She stated that David Farris, II is a disability pensioner who received his disability pension on 5/7/2021. She stated that during an audit of pension records, it was discovered that this disability pensioner was receiving a duplicated pension since August of 2024. She stated that a system error created two pay elements on the record, which caused the pensioner to receive 2 full pension payments each month

2. Pension waiver of overpayment – Disability pensioner from Metropolitan Nashville Public Schools, (MNPS).

beginning in August of 2024 and ending in November of 2025. Ms. Hickey reviewed Metro Code Section 3.08.230 which states the following:

“If any change in records or error results in any member or beneficiary receiving from the system more or less than he would have been entitled to receive had the records been correct or had the error not been made, the board, upon discovery of such error shall correct the error by adjusting, as far as practicable, the payments in such manner that the benefits to which the member or beneficiary was correctly entitled shall be paid. In the event a member or beneficiary receives more pension benefit than he was entitled to receive, the board shall collect, by way of reducing pension payments or through a lump sum repayment, only the amount overpaid during the one-year period prior to discovery by the benefit board of such change in records or such error which resulted in the pension overpayment.”

Ms. Hickey stated that the total pension amount paid to the employee and requesting to be waived is \$29,890.32 from December 2024 – November 2025.

The provisions of Metro Code Section 3.08.230 apply with regard to recovery of the pension overpayment and waiver of the overpayment. This employee would need to demonstrate to the Benefit Board that they meet the criteria in Section 3.08.230(C).

Metro Code Section 3.08.230 clearly states that “the board, upon discovery of such error shall correct the error...” and further states “In the event a member or beneficiary receives more pension benefit than he was entitled to receive, the board shall collect, by way of reducing pension payments.” However, this same Code Section also states:

C. Repayment of any amount overpaid to any member or beneficiary may be waived by the board where such overpayment was made through error committed by the board's staff and the board determines that the member or beneficiary: 1. Was without fault or knowledge of the error; 2. Did not participate in or induce the additional payment; 3. Had no way under the circumstances to know or, by the exercise of reasonable diligence, to know that an overpayment had been made; and 4. Would, due to repayment, be deprived of income required for ordinary and necessary living expenses.

She stated the Board will need to determine if this case meets the qualifications outlined in Metro Code Section 3.08.230 to waive the overpayment in the amount of \$29,890.32.

The disability pensioner addressed the Committee regarding waiving the overpayment and the hardship it would cause to him and his family.

Dylan Lynch, Human Resources, addressed the Committee regarding how the overpayment occurred and that we are now in a good position so that this does not happen again. He also stated that this was a Board error and staff did not catch it, however, it does not meet all four criteria for the waiver to be met based on the Code.

Nicki Eke, Metro Legal, stated that all four criteria must be met.

There was discussion of a monthly audit system, meeting all four criteria and whether or not the pensioner was aware.

The disability pensioner stated that he does not recall getting an official amount. He also stated he thought it was a part of what he was supposed to be getting.

There was some discussion of thousands of dollars being overpaid and how he wouldn't have known.

There was some discussion regarding communication requirements that pensioners receive regarding their benefit amounts.

2. Pension waiver of overpayment – Disability pensioner from Metropolitan Nashville Public Schools, (MNPS).

After some discussion of all four of the criteria needing to be met and any financial burdens to the pensioner, Harold Finch moved to grant the waiver of overpayment.

The motion failed due to lack of a second.

Shannon Hall moved to deny the waiver of overpayment for this individual and strongly advises that the Department of Finance work collaboratively with the pensioner to establish a mutually agreeable payment plan for the 12-month overpayment, with the option to extend the repayment period that could extend past 24 months. Bradley Pinson seconded and the Committee approved with Harold Finch opposed.

3. Pension waiver of overpayment – Service pensioner from Metropolitan Nashville Public Schools, (MNPS).

The pensioner was not present.

Christina Hickey reported to the Committee that Metro Human Resources recently discovered during an audit of pension records, that a Metro pension retiree has been receiving a duplicated pension due to an error in our HRIS system. Evelyn Crouch is a pensioner who worked for MNPS and received her pension on 3/14/2015. During an audit of pension records, it was discovered that this pensioner has been receiving a duplicated pension since October of 2020. A system error created two pay elements on the record, which caused the pensioner to receive 2 full pension payments each month beginning in October of 2020 and ending in December of 2025. Ms. Hickey reviewed Metro Code Section 3.08.230 and the total pension amount paid to the employee and requesting to be waived is \$10,361.88 from January 2025 – December 2025.

She reviewed the provisions of Metro Code Section 3.08.230 apply with regard to recovery of the pension overpayment and waiver of the overpayment. This employee would need to demonstrate to the Benefit Board that they meet the criteria in Section 3.08.230(C) and stated the Board will need to determine if this case meets the qualifications outlined in Metro Code Section 3.08.230 to waive the overpayment in the amount of \$10,361.88.

Dylan Lynch, Human Resources, stated that items 3 and 4 are essentially the same scenario and discussed what caused the overpayment.

Shannon Hall moved to deny the pension overpayment waiver for this individual and strongly advises that the Department of Finance work collaboratively with the pensioner to establish a mutually agreeable payment plan for the 12-month overpayment, with the option to extend the repayment period that could extend past 24 months. B.R. Hall seconded and the Committee approved with Harold Finch opposed.

4. Pension waiver of overpayment – Service pensioner from Metropolitan Nashville Public Schools, (MNPS).

Christina Hickey reported to the Committee that Metro Human Resources recently discovered during an audit of pension records that a Metro pensioner has been receiving a duplicated pension due to an error in our HRIS system. Terry King is a service pensioner who received his pension on 6/1/2007. During an audit of pension records, it was discovered that this pensioner has been receiving a duplicated pension since March of 2023. A system error created two pay elements on the record, which caused the pensioner to receive 2 full pension payments each month beginning in March of 2023 and ending in December of 2025.

She reviewed the provisions of Metro Code Section 3.08.230 apply with regard to recovery of the pension overpayment and waiver of the overpayment. This employee would need to demonstrate to the Benefit Board that they meet the criteria in Section 3.08.230(C) and stated the Board will need to determine if this case meets the qualifications outlined in Metro Code Section 3.08.230 to waive the overpayment in the amount of \$7,114.20.

4. Pension waiver of overpayment – Service pensioner from Metropolitan Nashville Public Schools, (MNPS).

Shannon Hall moved to deny the pension overpayment waiver for this individual and strongly advises that the Department of Finance work collaboratively with the pensioner to establish a mutually agreeable payment plan for the 12-month overpayment, with the option to extend the repayment period that could extend past 24 months. B.R. Hall seconded and the Committee approved with Harold Finch opposed.

With nothing further presented, the meeting adjourned at 10:25 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Bradley Pinson, Chair
Pension Committee