

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 5, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, May 5, 2026 at the Metropolitan Nashville Police Department, Southeast Precinct 2467 Murfreesboro Pike, Nashville, Tennessee, at approximately 9:30 a.m.

Benefit Board members: Chair: Jonathan Puckett; Vice Chair: **Christy Pruitt-Haynes; Members: Harold W. Finch, II, B.R. Hall, Sr., Shannon Hall, Bradley Pinson, *Jenneen Reed and Robert Weaver.

Member G. Thomas Curtis was unable to be present.

Others present: Christina Hickey, Metro Human Resources, Nicki Eke and Abbey Greer, 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 April 7, 2026. With no corrections, nothing further was noted and Harold Finch moved for approval. Bradley Pinson 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 8, for the length of time as recommended. Robert Weaver moved for approval of the recommendation to approve the disability pension new requests, items 1 through 8 for the length of time as recommended. B.R. Hall 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 9 through 12 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 9 through 12 for the length of time as recommended. Robert Weaver seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that there are two late items and he recommends approval of the disability pension new requests, late items 1 and 2, for the length of time as recommended. Harold Finch moved for approval of the recommendation to approve the disability pension new requests, late items 1 and 2 for the length of time as recommended. Bradley Pinson seconded and the Board approved without objection.

Claire Wells reported to the Board that item 13 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 13 to be removed from the reexam list with no further review. Robert Weaver seconded, and the Board approved without objection.

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

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Matthew R. Camman	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with reexam at that time.
2.	Caroll E. Fondaw, Jr.	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with reexam at that time.
3.	Gary K. Hargis, III	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with reexam at that time.
4.	Yolanda D. Rowe-Grafton	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for one year, (May 2027), with reexam at that time.
5.	Isacc J. Rowland	Fairgrounds	Medical	As moved, seconded, and approved, this disability pension request was approved for two years, (May 2028), with reexam at that time.
6.	Charles B. Wakefield	Police	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with reexam at that time.
7.	Christopher S. Wallace	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with reexam at that time.
8.	Kimberly D. Watts	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with reexam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
9.	Karen J. Damte	Water	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (May 2028), 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
10.	Jesse T. Downs, Sr.	Water	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (May 2027), with reexam at that time.
11.	Nicholas M. French	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (May 2028), with reexam at that time.
12.	Kevon D. Wilson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (May 2027), with reexam at that time.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Lars T. Gardell	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

NEW REQUESTS – LATE ITEM(S):

	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 disability pension request was approved for six months, (November 2026), with reexam at that time.
2.	Shannon L. Terregone Fite	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (November 2026), with 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. Robert Weaver seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM CSME Referral Recommendation		Comments
1	Batey, Myles B.	Fire	Pension Approval	Yes	Yes	Evaluation

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

SOCIAL SECURITY REFERRALS: (continued)

Item	Name	Department	Origin of Review	CM Referral Recommendation	CSME Recommendation	Comments
2	Cravens, Angela G.	MNPS	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines
3	Ferguson, Sheila D.	Sheriff	Pension Approval	Yes	Yes	Evaluation, May Meet SSA Guidelines
4	Rowe-Grafton, Yolanda D.	MNPS	Expedited Review, Pending Likely Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 13.20A

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

*Denotes the arrival of Jenneen Reed.

B.R. Hall moved for approval of the pensions. Bradley Pinson seconded and the Board approved without objection.

PENSIONS
May 05, 2026

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Andrew Poole	Fire Department - Admin - Small Orders	Fire Fighter 2	B	04/23/2026	03/31/2026
Barbara Colley	MNPS A. Z. Kelley Elementary	Library Clerk	B	04/22/2026	05/22/2026
Carolyn Broyles	Health Dept	Office Support Spec 2	B	02/05/2026	05/20/2026
Cynthia Boyer	Information Technology Services	Information Systems Advisor 1	B	04/07/2026	05/30/2026
Cynthia Dougherty	MNPS Supply Center	Textbook Inventory Specialist	B	04/23/2026	05/20/2026
Deborah Miller-Butzler	Circuit Court Clerk	Satellite position	B	04/16/2026	06/24/2026
Donna Hawks	MNPS Eakin Elementary	Exceptional Education Para Professional	B	04/06/2026	05/22/2026
Donna Moffitt *	MNPS James Lawson High	School Records Finance and Payroll Administrator II	B	04/24/2026	07/01/2026
Elliott Cartwright	MNPS Digital Strategy and Implementation	Facility Technician	B	04/28/2026	05/29/2026
Gary Clouse *	NDOT	Maintenance & Repair Leader	B	04/02/2026	05/01/2026
Glenda Bowers	MNPS Una Elementary	Nutrition Services Assistant	B	04/16/2026	05/22/2026
Glenn Balletto	Circuit Court Clerk	Satellite position	B	03/24/2026	04/24/2026
Grace Hahn	MNPS Granbery Elementary	School Based Parent Outreach Translator	B	04/23/2026	05/23/2026
Greggory Binkley *	Parks	N/A	B	04/09/2026	07/01/2024
James Foglesong *	General Services	N/A	B	04/23/2026	07/01/2018
John Bailey	Fire Department - Admin - Small Orders	Fire Engineer	B	04/22/2026	05/01/2026
Lessie Lang	MNPS Gateway Elementary	Advocacy Center Coach	B	04/23/2026	05/21/2026
Oretha Bowers	MNPS KIPP Nashville Elementary School	Charter Support	B	04/10/2026	05/23/2026
Paulette Cathey	MNPS Granbery Elementary	General School Assistant	B	04/23/2026	05/22/2026
Peter Lutz	Sheriff's Department	DCSO Finance Director	B	04/08/2026	05/06/2026
Peter Lynch	General Services - Police Headquarters	Police Officer 2	B	03/26/2026	05/01/2026
Sabrina Sepehr	MNPS J.E. Moss Elementary	General School Assistant	B	04/18/2026	05/22/2026
Samuel Cooley *	MNPD	N/A	B	04/08/2026	03/01/2026
Sherry Colwell	MNPS Bus Drivers	Bus Driver	B	04/09/2026	04/17/2026
Sherry Mabry	MNPS Transportation	Driver Training Supervisor	B	04/07/2026	04/18/2026
Tara Woods *	County Clerk	N/A	B	04/15/2026	05/01/2026
Timothy Hill	Register of Deeds	Satellite position	B	04/21/2026	05/30/2026
Toby Hunley *	MNPS	N/A	B	04/14/2026	11/01/2025
Valrie Pugh	MNPS DuPont Hadley Middle	Secretary Clerk	B	04/02/2026	05/22/2026
Victoria Anderson	MNPS Margaret Allen Middle	Nutrition Services Cashier	B	04/20/2026	05/22/2026
Vivian Dillard	MNPS Ross Early Learning Center	Exceptional Education Pre-K Blended Para Professional	B	04/23/2026	05/22/2026
Wayne Evans	Parks Dept - Administration	Parks & Recreation Supt	B	04/16/2026	07/16/2026
William Denton	General Services - Police Headquarters	Police Sergeant	B	04/08/2026	05/21/2026
William Manuel	Parks Dept - Administration	Parks & Recreation Supt	B	02/23/2026	04/29/2026
William Nolen	Fire Department - Admin - Small Orders	Advanced Emergency Med Tech	B	04/09/2026	04/09/2026
Woody Mcglathery	MAC - CAB	Data Specialist-MAC	B	04/03/2026	04/30/2026

* Deferred Benefit

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
William Hitchcox	Police	B	03/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Bobbie Hill	Dept Location Name for Report	Helen Hill	A	04/01/2026
David Brown	Fire	Rebecca Brown	B	05/01/2026
James Edens	General Services	Heather Edens	B	05/01/2026
John Humes	Police	John Humes III	A	04/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Johnny Lee	MNPS William Henry Oliver Middle	Sandra Lee	B	04/01/2026
Raven White	MNPS Special Ed Bus Sub	James White	B	05/01/2026
Stevie Benton	Police	Jewell Benton	B	05/01/2026
Tim Matthews	Police	Deborah Matthews	B	05/01/2026
Truc Tran	MNPS	To Nga Thi Luong	B	05/01/2026
Walter Simmons	Fire	Vicky Simmons	B	05/01/2026

QDRO

Employee	Department	Plan A/B	Case Type
Brad Houser	General Services - Police Headquarters	B	ACTIVE

Options Elected

Employee	Department	Pension Plan Type	Plan A/B	Effective Date	Option	Drop Election
Audie Johnson	Parks Dept - Administration	GG	B	04/11/2026	All - Estimate	No DROP
Barbara Bell	State Trial Courts - Business Office	GG	B	01/16/2026	Normal Form	No DROP
Charlene Hill	MNPS Special Ed Bus Sub	MNPS Support	B	01/09/2026	Normal Form	1 Year DROP
Chris Newsom	Fire Department - Admin - Small Orders	PF	B	01/13/2026	Option A - J&S 100%	No DROP
Colleen Crews	MNPS Safety and Security	MNPS Support	B	01/09/2026	Option A - J&S 100%	No DROP
Cynthia Harrison	Parks Dept - Administration	GG	B	03/12/2026	Normal Form	No DROP
David Hazzard	General Services - Police Headquarters	PF	B	03/12/2026	Option A - J&S 100%	No DROP
Deana Ayers	Hospital Authority	GG	B	12/01/2023	Normal Form	No DROP
Delores Gwin	Juvenile Court	GG	B	04/11/2026	Normal Form	3 Year DROP
Denise Hopgood	Human Relations Commission	GG	B	04/01/2026	Option D - 120 Payments Guaranteed	No DROP
Doren Lockhart	Water & Sewer	GG	B	03/28/2026	Normal Form	No DROP
Emily Talbot	Library - Ben West Library	GG	B		Option B - J&S 50%	No DROP
Frank Hagey	Fire Department - Admin - Small Orders	PF	B	03/31/2026	Option A - J&S 100%	No DROP
Havron Boyd	MAC - North Head Start Center	GG	B	01/17/2026	Normal Form	2 Year DROP
Henry Foster	Circuit Court Clerk	GG	B	03/28/2026	Normal Form	2 Year DROP
James McGill	General Services - Police Headquarters	PF	B	03/03/2026	Normal Form	3 Year DROP
James Roberts	Sheriff's Department	PF	B	02/14/2026	Option A - J&S 100%	2 Year DROP
Jenny Nichols	MNPS Martin Luther King Jr. Magnet	MNPS Support	B	03/01/2026	Normal Form	No DROP
John Edwards	Fire Department - Admin - Small Orders	PF	B	03/22/2026	Option A - J&S 100%	3 Year DROP
John Norman	Fire Department - Admin - Small Orders	PF	B	03/14/2026	Option A - J&S 100%	3 Year DROP
John York	General Services - Lindsley Hall	GG	B	03/02/2026	Normal Form	1 Year DROP
Julie Berbiglia	Water & Sewer	GG	B	03/18/2026	Option A - J&S 100%	No DROP
Mary Polk	MNPS Bus Drivers	MNPS Support	B	01/10/2026	Normal Form	No DROP
Michael Campanali	Fire Department - Admin - Small Orders	PF	A	03/19/2026	Option E - J&S 100% with Pop-Up	3 Year DROP
Michael Gooch	General Services - Police Headquarters	PF	B	02/01/2026	Option E - J&S 100% with Pop-Up	No DROP
Pat Saltkill	State Trial Courts - Business Office	GG	B	01/06/2026	Option B - J&S 50%	No DROP
Patricia Hadley	MNPS Crieve Hall Elementary	MNPS	B	02/28/2026	Option D - 120	No DROP

		Support			Payments Guaranteed	
Patricia Scales	MNPS Granbery Elementary	MNPS Support	B	03/06/2026	Normal Form	3 Year DROP
Paul Smethers	Library - Ben West Library	GG	B	01/12/2026	Option D - 120 Payments Guaranteed	No DROP
Penny Hubbell	Circuit Court Clerk	GG	B	03/11/2026	Option F - J&S 50% with Pop-Up	3 Year DROP
Richard Rowe	CCA Convention Center Authority	GG	B	04/01/2026	Normal Form	No DROP
Ricky Phillips	NDOT	GG	B	04/01/2025	Normal Form	No DROP
Robert Ray	MNPS Maintenance	MNPS Support	B	02/28/2026	Option E - J&S 100% with Pop- Up	2 Year DROP
Roxanna Pierce	NDOT	GG	B	04/01/2026	Normal Form	No DROP
Samuel Vester	General Services - Lindsley Hall	GG	B	03/14/2026	Normal Form	No DROP
Scott Henderson	General Services - Police Headquarters	PF	B	03/03/2026	Option E - J&S 100% with Pop- Up	3 Year DROP
Sharon Smith	Water & Sewer	GG	B	03/14/2026	Option A - J&S 100%	No DROP
Sherry Walker	Parks Dept - Administration	GG	B	02/21/2026	Option E - J&S 100% with Pop- Up	No DROP
Stacy Whitson	Human Resources	GG	B	03/01/2026	Option A - J&S 100%	No DROP
Telisa Banniza	Juvenile Court Clerk	GG	B	03/07/2026	Normal Form	2 Year DROP
Teresa Webb	State Trial Courts - Business Office	GG	B	02/27/2026	Normal Form	No DROP
Theodore Ashworth	CCA Convention Center Authority	GG	B	10/01/2020	Option F - J&S 50% with Pop-Up	No DROP
Timothy Moncier	MNPS Bus Drivers	MNPS Support	B	01/13/2026	Option D - 120 Payments Guaranteed	3 Year DROP
Timothy Yates	Water & Sewer	GG	B	02/18/2026	Option B - J&S 50%	No DROP
Tonia Degrafenaried	MNPS	MNPS Support	B	03/01/2026	Normal Form	No DROP
Valeria Harris	MNPS	MNPS Support	B	03/01/2018	Normal Form	No DROP
Willie Burks	Health	GG	B	04/01/2024	Normal Form	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. In Line of Duty Committee report. (Chair: Robert Weaver; Vice-Chair: Shannon Hall; Members: G. Thomas Curtis and Jonathan Puckett. Alternate (s): Harold W. Finch, II and Christy Pruitt-Haynes).

Christina Hickey reported to the Board that the In Line of Duty, (IOD), Committee met on April 21, 2026 to deliberate on 1 IOD medical care requests. She stated the Committee's recommendation is being presented for the Board's action along with the Committee minutes for approval by the Committee members.

Committee Chair Robert Weaver asked if there were any amendments, corrections, or questions of the minutes from the April 21, 2026 In Line of Duty Committee meeting. With no corrections, Shannon Hall moved for approval of the Medical & Life Committee minutes. Jonathan Puckett seconded, and the Committee minutes were approved without objection.

The employee was not present.

Christina Hickey reported to the Board that on Committee item 2 the In line of duty (IOD) medical care appeal - Employee from Metropolitan Nashville Public Schools, (MNPS), the Committee recommended to uphold the denial of this claim.

Jonathan Puckett moved for approval of the Committee's recommendation to uphold the denial of the claim. Harold Finch seconded, and the Board approved without objection.

3. Metro medical plans incentive programs analysis.

Christina Hickey reported to the Board that at the April Study Session, the Board considered the annual reviews of the Nashville General Hospital Healthcare and Metropolitan Nashville Public Schools clinic incentive programs. She stated these programs are reviewed annually by the Board to ensure there is no adverse impact on the plans as a result of these incentive programs and the Board will need to determine whether they would like to continue these programs.

Kelley Lewis, Deloitte, was present for any questions.

Shannon Hall moved for approval to continue the programs. Robert Weaver seconded and the Board approved without objection.

Kelley Lewis gave an update on the dependent eligibility verification project and timeline.

**Denotes the arrival of Christy Pruitt-Haynes.

4. Correspondence:

- a. Utilization report from CIGNA.

This item was for information only.

5. Reports for your information:

- a. Return to work.
- b. Denial log from Davies.

Items 5.-a. and 5.-b. were for information only.

6. Late item(s):

Items listed under this section were reported at the meeting under section C. DISABILITY PENSIONS: (new requests, reexaminations, return to work and social security approvals/referrals)

With nothing further presented, the meeting adjourned at 9:42 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Jonathan Puckett, Chair
Employee Benefit Board