MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 7, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, July 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: Shannon Hall; Members: Allison Cantway, G. Thomas Curtis, Harold W. Finch, II, Bradley Pinson.

Members B.R. Hall, Sr. Jenneen Reed and Robert Weaver were 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 June 2, 2026. With no corrections, nothing further was noted and Bradley Pinson moved for approval. Harold Finch 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 5, for the length of time as recommended. Bradley Pinson moved for approval of the recommendation to approve the disability pension new requests, items 1 through 5 for the length of time as recommended. Tom Curtis seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 6. He stated he did not find medical evidence that would support the request.

The employee was present for item 6 and addressed the Board regarding her request. She stated that she understands that her issues don't warrant a medical disability, but her ailments are compiled on top of each other, and it makes things hard for her to do her job.

There was some discussion regarding accommodations.

Seth Waltenaugh, Police Department, was also present and stated that they have not discussed any accommodations because they wanted to see how this process plays out.

After some discussion of being eligible for a service pension and exploring all options, Shannon Hall moved to defer item 6 for one month while the employee and department explore other options. 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 7 through 12 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to continue the disability pension reexaminations, items 7 through 12 for the length of time as recommended. Bradley Pinson 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 13 he recommends approval of return to work.

Ricky McQueen and Stephanie Mabry, Metro Action Commission, were present.

Tom Curtis moved for approval of the recommendation of return to work on item 13. Bradley Pinson seconded and the Board approved without objection.

Claire Wells reported to the Board that item 14 has been approved for Social Security prior to their upcoming reexam and needs to be removed from the reexam list. Tom Curtis moved for approval of the Social Security approval, item 14 to be removed from the reexam list with no further review. Bradley Pinson seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	**Department**	**In Line of Duty (IOD) or Medical Disability**	**Board Action Taken**
1.	Jacklyn A. Barrow	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for nine months, (April 2027), with reexam at that time.
2.	Stanley C. Carney	Parks	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (February 2027), with reexam at that time.
3.	Yahaira I. Ferreyra	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (March 2027), with reexam at that time.
4.	Deionye R. Rettich	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for eight months, (March 2027), with reexam at that time.
5.	Brooke L. Weaver	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (February 2027), with reexam at that time.
6.	Jeanette F. Rodriguez	Police	Medical	As moved, seconded, and approved, this disability pension request was deferred.

REEXAMINATIONS:

	Name	**Department**	**In Line of Duty (IOD) or Medical Disability**	**Board Action Taken**
7.	Daniel R. Betwinek	Sheriff’s Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (July 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
8.	Christopher R. Cote	Police	Medical	As moved, seconded, and approved, this disability pension was continued for one year, (July 2027), with reexam at that time.
9.	Joshua P. Hausman	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (July 2027), with reexam at that time.
10.	Keisha L. Johnson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for three years, (July 2029), with reexam at that time.
11.	Connor A. Thompson	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (July 2028), with reexam at that time.
12.	Kenneth D. Vetetoe, Jr.	Nashville Department of Transportation	In Line of duty	As moved, seconded, and approved, this disability pension was continued for two years, (July 2028), with reexam at that time.

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Rocio Troche	Metro Action Commission	In Line of Duty	As moved, seconded, and approved, this individual was returned to work.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Yolanda D. Rowe-Grafton	Metropolitan Nashville Public Schools	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 there are no Social Security referrals.

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

Bradley Pinson moved for approval of the pensions. Tom Curtis seconded and the Board approved without objection.

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: G. Thomas Curtis; Members: 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 June 16, 2026 to deliberate on one medical care request, the medical plan/Medicare enrollment appeal - pensioner from the Fire Department. She stated the Committee's recommendation is 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 June 16, 2026, Medical & Life Committee meeting. With no corrections, Bradley Pinson moved for approval of the Medical & Life Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

Christina Hickey reported to the Board that the Committee recommended to uphold the denial per Metro's Code, plan document and policy.

The pensioner was present and addressed the Board regarding the additional expense.

Tom Curtis moved to approve the Committee's recommendation to uphold the denial per Metro's Code, plan document and policy. Bradley Pinson seconded and the Board approved without objection.

Justin Stack, Human Resources, was present and addressed the Board regarding the claims audit review in this case.

3. Actuarial Services request for proposals (RFP).

Christina Hickey reported to the Board that the Purchasing Department has recently concluded the procurement process for Metro's Actuarial Services administration services RFP and representatives from the Purchasing Department will present an overview of this process and award for the Board's review and approval.

Terry Ray and Grace Wickard, Purchasing Department, were present. Terry Ray reviewed the procurement process. She stated two proposals were received including the incumbent and an intent to award was issued to USI.

Tom Curtis moved for approval of the award. Harold Finch seconded, and the Board approved without objection.

4. 457 plan document.

Christina Hickey reported to the Board that at the June 2026 Study Session, Finance presented information on proposed changes to the 457 Plan Document. She stated that currently, participant contribution changes are only made on the first calendar day of the beginning of the month, so depending on when an employee makes a change, it could take almost 2 months in real time for that change to be reflected on their payroll check. She stated this is a significant delay, and Finance, Treasury, Payroll, and Voya, all agree that biweekly changes rather than changes effective only on the 1st of each month would provide a much better service to the employees. She stated that this requirement is currently memorialized in the plan document as a monthly occurrence. Finance's consultant (NEPC) has drafted proposed language to change this to a twice monthly schedule. In conjunction with

4. 457 plan document. (continued)

this change, the consultant is using the opportunity to review the full plan document and recommend any additional updates needed to reflect changes in IRS and other requirements since the document was last updated.

Katelyn Richie and Sharon Sepik, Finance, were present. Katelyn Richie informed the Board that they will need to come back to the next meeting with the plan document redline changes after being reviewed by Legal. She stated that their ask today is to have payroll to start doing those contribution changes sooner versus waiting on the paperwork.

Shannon Hall moved for approval of the operational portion of the request. Tom Curtis seconded and the Board approved without objection.

5. Cost of living adjustments for closed plans.

Christina Hickey reported to the Board this cost of living adjustment is pursuant to Resolution No. RS2001-659 and applies to the plans references in Section 2 of the resolution – the Former City of Nashville Pension Plan and the former Davidson County Pension Plan. She stated this increase is built into the Metro Code and cannot be adjusted without a change to the Code. As a result of the 3.26% increase in the Consumer Price Index, a cost of living adjustment increase of 3.50% should be granted to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2026.

Tom Curtis moved for approval of the cost of living increase of 3.50% to retirees eligible to receive a cost of living increase under the closed plans beginning July 1, 2026. Bradley Pinson seconded and the Board approved without objection.

6. Medicare Advantage plan rates for 2027 and possible plan design changes.

Christina Hickey reported to the Board that information will be presented regarding the Inflation Reduction Act and its impact on Metro's Medicare Advantage plans and consideration of possible plan design changes. She also stated the 2027 Medicare Advantage plan rates for UnitedHealthcare (UHC) and Humana will be presented by USI for the Board's consideration and approval. These rates will be effective January 1, 2027.

Kelley Lewis, Deloitte, was present and reviewed the Inflation Reduction Act changes and impacts to Metro's plans and members.

Joseph Meyers and Lauren Chrisman, USI, were present.

Joseph Meyers gave an overview of the plans.

Lauren Chrisman reviewed current participation in the plans, claims data, how the rates are calculated, the rate history, the increase in the premium, some options to reduce the increase and retention

Stephanie Heller, Humana, addressed the Board regarding the reduction in retention.

Lauren Chrisman also discussed the decoupling option to generate more savings and pharmacy plan changes.

After some discussion of the increase and decoupling the Board decided to have a Special Called meeting after the Study Session and make a decision at that time.

Kelley Lewis noted that the decoupling option for UHC will not affect any plan design changes if the Board chooses to make any.

After some discussion of the savings with decoupling, Bradley Pinson moved to approve decoupling for both plans as presented. Tom Curtis seconded and the Board approved without objection.

7. Correspondence:

a. Utilization report from CIGNA.
b. Metro pension benefits and financial opportunities.

Items 7.-a. and 7.-b. were for information only and no action was required.

8. Reports for your information:

a. Return to work.
b. Denial log from Acrisure.
c. Benefit Board expense reports.

Items 8.-a. through 8.-c. were for information only and no action was required.

9. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at approximately 10:45 a.m.

ATTEST: APPROVED:

Shannon B. Hall, Director
Human Resources

Jonathan Puckett, Chair
Employee Benefit Board