

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 1, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 1, 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, and Jenneen Reed.

Members B.R. Hall, Sr. and Robert Weaver were unable to be present.

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 regular meeting held on July 7, 2026, the special called meeting held on July 21, 2026, and the regular meeting held on August 4, 2026. With no corrections, nothing further was noted and Bradley Pinson moved for approval of the July 7, 2026 minutes. Jenneen Reed seconded and the Board approved without objection. Bradley Pinson moved for approval of the July 21, 2026 special called meeting minutes. Harold Finch seconded and the Board approved without objection. Bradley Pinson moved for approval of the August 4, 2026 minutes. Jenneen Reed 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 4, for the length of time as recommended. It was noted that correspondence regarding item 2 had been sent to the Board members by email and was also available at their places. Bradley Pinson moved for approval of the recommendation to approve the disability pension new requests, items 1 through 4 for the length of time as recommended. Jenneen Reed seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that his recommendation on the disability pension new request, item 5, is unchanged and he recommends a denial.

The employee was not present for item 5. Seth Waltenbaugh, Police Department, was present and stated that he had spoken with the employee, who understands the recommendation, and that the department continues to work with her on about three other options related to employment and other benefits.

Shannon Hall stated that the employee has diagnosable conditions and is being treated for them, but that the medical records, including the additional documentation submitted, describe the conditions rather than any limitations that would prevent the employee from performing her job. She thanked the Police Department for its ongoing efforts regarding accommodations and noted that the employee may reapply if her limitations change.

Jenneen Reed moved to uphold Dr. Dodd's recommendation to deny the disability pension new request, item 5. Shannon Hall seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that there are no changes to the disability pension reexaminations, items 6 through 11, and he recommends approval for the length of time as recommended. Jenneen Reed moved for approval of the

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recommendation to continue the disability pension reexaminations, items 6 through 11 for the length of time as recommended. Bradley Pinson seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends deferral of the disability pension reexamination, item 12, because a new evaluation is anticipated that will give the Board more current information. Shannon Hall moved for approval of the recommendation to defer item 12. Jenneen Reed seconded and the Board approved without objection.

*Tom Curtis arrives.

Dr. Kenton Dodd reported to the Board that there is no change to his recommendation of return to work with no restrictions on item 13. A representative of the Police Department stated that the department is ready to return the employee to work. Jenneen Reed moved for approval of the recommendation of return to work with no restrictions on item 13. Shannon Hall seconded and the Board approved without Tom Curtis abstaining.

Dr. Kenton Dodd reported to the Board that there is no change to his recommendation of return to work with no restrictions on item 14.

Rickie McQueen, Safety Coordinator, Metro Action Commission, was present and stated that the Commission has held the employee's position, that school has started, and that the Commission is ready for the employee to return to the classroom.

There was some discussion regarding the employee's readiness to return, the physical demands of the position, and possible placement in an early childhood classroom. It was noted that a return to work with no restrictions does not prevent the employee from participating in the ADA accommodation process, and the Board encouraged the Metro Action Commission to have a plan in place to support the employee's return to her full duties.

Harold Finch moved for approval of the recommendation of return to work with no restrictions on item 14. Tom Curtis seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the change of item 15 from a medical disability pension to an in line of duty (IOD) disability pension. Jenneen Reed moved for approval of the recommendation to change item 15 from a medical to an IOD pension. Shannon Hall seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that there is no change to his recommendation of return to work with restrictions on item 16. Jodi Thompson, Deputy Director of Employee Services, Sheriff's Office, was present and stated that the Sheriff's Office is prepared to meet the restrictions and will need a salary supplement. It was noted that salary supplement provisions apply to employees coming off disability, and the motion would include the salary supplement for clarity. Shannon Hall moved for approval of return to work with restrictions in a non-public safety position with salary supplement as needed on item 16. Tom Curtis seconded and the Board approved without objection.

The Board considered the disability pension Social Security approvals, item 17-19, to be removed from the reexam list. Jenneen Reed moved for approval of the Social Security approvals to be removed from the reexam list with no further review. Harold Finch seconded and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Anna M. Clayton	Police	IOD	As moved, seconded, and approved, this disability pension request was approved for five months, (February 2027), with reexam at that time.
2.	Brandon L. Constant	Fire	IOD	As moved, seconded, and approved, this disability pension request was approved for six months, (March 2027), with reexam at that time.

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NEW REQUESTS: (continued)

3.	Robin N. Lively	General Sessions Court	Medical	As moved, seconded, and approved, this disability pension request was approved for ten months, (July 2027), with reexam at that time.
4.	Steven G. Rowlett	Police	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (March 2027), with reexam at that time.
5.	Jeanette F. Rodriguez	Police	Medical	As moved, seconded, and approved, this disability pension request was denied.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
6.	Jack R. Baucom	NDOT	IOD	As moved, seconded, and approved, this disability pension was continued for six months, (March 2027), with reexam at that time.
7.	Timothy B. Lee	Fire	IOD	As moved, seconded, and approved, this disability pension was continued for two years, (September 2028), with reexam at that time.
8.	Emily J. McClintock	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for four years, (September 2030), with reexam at that time.
9.	Robert 'Bryan' Rigsby	Fire	IOD	As moved, seconded, and approved, this disability pension was continued for three years, (September 2029), with reexam at that time.
10.	Mariah C. Tripp	Fire	IOD	As moved, seconded, and approved, this disability pension was continued for one year, (September 2027), with reexam at that time.
11.	Jason R. Woodard	Fire	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

DEFERRALS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Kendall B. Murphy	Fire	IOD	As moved, seconded, and approved, this disability pension reexamination was deferred.

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

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Jackson C. Fuqua	Police	IOD	As moved, seconded, and approved, this individual was returned to work with no restrictions.
14.	Margie M. Winston	Metro Action Commission	IOD	As moved, seconded, and approved, this individual was returned to work with no restrictions.

CHANGE FROM MEDICAL TO IOD PENSION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
15.	Christopher R. Cote	Police	Medical to In Line of Duty	As moved, seconded, and approved, this disability pension was changed from a medical disability pension to an In Line of Duty (IOD) disability pension with re-exam July 2027.

REQUEST TO RETURN TO WORK WITH RESTRICTIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
16.	Joshua T. Jent	Sheriff's Office	IOD	As moved, seconded, and approved, this individual was returned to work with restrictions in a non-public safety position, with salary supplement as needed.

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
17.	Will H. Amundson	Police	IOD	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
18.	Karen J. Damte	Water	Medical	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
19.	Alfreda M. Miguel	Library	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 two social security referrals. Tom Curtis made a motion to approve, Bradley Pinson seconded and the Board approved with no objections.

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

Tom Curtis moved for approval of the pensions. Bradley Pinson 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 minutes: (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)

Committee Chair Harold W. Finch, II asked for a motion to approve the minutes from the August 18, 2026 Medical & Life Committee meeting. Bradley Pinson moved for approval of the Medical & Life Committee minutes. Jonathan Puckett seconded, and the Committee minutes were approved without objection by the members of the Committee.

3. IOD Committee minutes.

Robert Weaver was not present, and Shannon Hall presided over this item. She asked for a motion to approve the minutes from the August 18, 2026 IOD Committee meeting. Jonathan Puckett moved for approval of the IOD Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection. One spelling correction to the minutes was noted.

4. Correspondence:

- a. Correspondence from CIGNA – Utilization report from CIGNA.

Item 4.-a. was for information only and no action was required.

5. Reports for your information:

- a. Return to Work.
- b. Social Security approvals.
- c. Denial log from Acrisure.
- d. Benefit Board expense reports.
- e. Privacy notice.
- f. TN Open Meetings Act.

Christina Hickey called the Board's attention to the privacy notice and the Tennessee Open Meetings Act notice provided to members and asked members to pay particular attention to them.

The reports were for information only and no action was required.

6. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at approximately 9:53 am.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Jonathan Puckett, Chair
Employee Benefit Board