

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

August 4, 2026

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, August 4, 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: Vice Chair: Shannon Hall; Members: Allison Cantway, Harold W. Finch, II, B.R. Hall, Sr., Bradley Pinson, Jenneen Reed and Robert Weaver.

Chair Jonathan Puckett and Member G. Thomas Curtis were unable to be present.

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

A. MINUTES: Vice-Chair Shannon Hall called the meeting to order and informed the Board that the minutes from the July 7th meeting were not available at this time and will be presented at the next meeting.

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. moved for approval of the recommendation to approve the disability pension new requests, items 1 through for the length of time as recommended. seconded and the Board approved without objection.

The employee was present for item 4.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 4. He stated he did not find medical evidence that would support the request.

She described her situation at work, her conditions and pain.

Seth Waltenbaugh, Police Department, was present.

There was some discussion of the physician's statement that indicated that she has been placed on medical leave and that the leave action is the employer's action.

The employee indicated how long she has been on leave and Seth Waltenbaugh indicated that there is still some FMLA leave left.

Seth Waltenbaugh stated that they have been looking into some other options, however, they have not been able to receive any accommodations from the physician.

Bradley Pinson moved to defer this item for another month to give the physician adequate time to submit accommodations. 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 5 through 9 for the length of time as recommended.

It was suggested to discuss item 8 separately.

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

B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 5, 7 and 9 for the length of time as recommended. Robert Weaver seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination, item 8 for the length of time as recommended.

It was noted in the medical record that the individual could work 3 days a week and discussed vocational rehab to see if they could work in an alternate position 3 days a week.

It was also noted that the individual is already working with vocational rehab.

B.R. Hall moved for approval of the recommendation to continue the disability pension reexamination, item 8 for the length of time as recommended with vocational rehab. Robert Weaver seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 10 he recommends approval of return to work with restrictions of being around ill children.

The employee was not present.

Ashley Roberts, Metro Nashville Public Schools, was present. She stated they are able to provide the individual with sanitary working conditions.

B.R. Hall moved for approval of the recommendation of return to work with restrictions. Robert Weaver seconded and the Board approved without objection.

Claire Wells reported to the Board that items 11 and 12 have been approved for Social Security prior to their upcoming reexam and should be removed from the reexam list. B.R. Hall moved for approval of the Social Security approvals, items 11 and 12 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.	Monique D. Martin	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension request was approved for one (August 2027), with reexam at that time.
2.	Jimmy A. Smith	Fire	Medical	As moved, seconded, and approved, this disability pension request was approved for three months, (November 2026), with reexam at that time.
3.	Deborah M. Williams	Sheriff's Office	In Line on Dury	As moved, seconded, and approved, this disability pension request was approved for three months, (November 2026), with reexam at that time.
4.	Jeanette F. Rodriguez	Police	Medical	As moved, seconded, and approved, this disability pension was deferred for one month.

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
5.	Daniel D. Newbern	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (August 2028), with reexam at that time.
6.	Marty L. Ragland, Jr.	Waste Services	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for four months, (December 2026), with reexam at that time.
7.	Seth R. Rogers	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (August 2027), with reexam at that time.
8	Allataye A. Russ	Juvenile Court	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (August 2028), with reexam at that time.
9.	Phillip W. Wysocki	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (August 2027), with reexam a

RETURN TO WORK:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Nicole R. Reid	Metropolitan Nashville Public Schools	Medical	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
12.	Shelia D. Ferguson	Sheriff's Office	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.
13.	Isaac J. Rowland	Fairgrounds	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

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

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. Bradley Pinson seconded and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Rec.	Comments
1	Barrow, Jacklyn A.	MNPS	Pension Approval	Yes	Yes	Meets SSA Guidelines, Listing 11.04B
2	Carney, Stanley C.	Parks	Pension Approval	Yes	Yes	Evaluation, Likely to Meet SSA Medical-Vocational Guidelines
3	Cote, Christopher R.	Police	Pension Approval	No	No	Does Not Meet SSA Guidelines

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. Robert Weaver seconded and the Board approved without objection.

PENSIONS
August 04, 2026

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Askalu Kahase	MNPS STEM Prep High School	Nutrition Services Assistant	B	07/17/2026	05/22/2026
Brenda Wynn	County Clerk	County Ct Clerk	B	07/06/2026	09/01/2026
Darlette Barnett	MNPS Kennedy Middle	Exceptional Education Para Professional	B	07/23/2026	08/07/2026
Derek Wright	Police	Police Officer 2	B	07/05/2026	08/01/2026
Donald Duke	MNPS Maintenance	Maintenance Worker	B	07/01/2026	05/07/2025
Donald Scott	General Services - Police Headquarters	Police Lieutenant	B	07/20/2026	08/01/2026
Donna Allen	MNPS Cora Howe School	Exceptional Education Para Professional	B	06/24/2026	08/01/2026
Douglas Sleighter	Fire Department - Admin - Small Orders	Fire Fighter/Paramedic	B	07/21/2026	07/18/2026
Eva Ratliff	MNPS Attendance Services	Truancy Supervisor	B	07/02/2026	08/31/2026
Gary Ray	Fire Department - Admin - Small Orders	Fire Engineer	B	06/30/2026	07/06/2026
Jeffrey Holleran	Sheriff's Department	Corrections Spec 2	B	07/09/2026	07/30/2026
John Brooks	Library - Ben West Library	Maintenance & Repair Worker Se	B	07/15/2026	09/01/2026
Joseph Kelley	MNPS Info Mgmt & Decision	Data Quality and Integrity Specialist	B	07/17/2026	07/24/2026
Kimberly Becker	MNPS Exceptional Education	Assistant Occupational Therapist	B	07/07/2026	08/04/2026
Lila Mullins	General Sessions Court	NA	B	07/06/2026	04/01/2021
Lisa Ramsey	MNPS Division Teaching & Learn	Executive Assistant	B	06/26/2026	07/31/2026
Maria Schaffner	General Sessions - Circuit Court Clerk	Probation Officer 3	B	07/09/2026	07/25/2026
Marvin Cox	Social Services Central Office	Community Outreach Dir-MAC	B	07/04/2026	08/28/2026
Melva Black	Health Dept	Public Health Administrator 3	B	06/29/2026	09/03/2026
Naila Nguyen	Hospital Authority	NA	B	07/21/2026	09/01/2026
Neil Capley	General Services - Lindsley Hall	Equipment Mechanic 1	B	07/20/2026	10/07/2026
Paula Masner	Fire Department - Admin - Small Orders	Fire Engineer	B	07/11/2026	08/31/2026
Paula Steele	County Clerk	Admin Svcs Officer 3	B	07/14/2026	09/01/2026
Ricky Moreland	Parks Dept - Administration	Maintenance & Repair Worker Se	B	07/07/2026	08/28/2026
Rodney Adams	Sheriff's Department	Security Officer 4-DCSO	B	07/16/2026	07/20/2026
Sandra Ramey	Public Defender	Admin Svcs Officer 4	B	06/30/2026	07/04/2026
Sherry Murray	Health Department	Public Health Nurse 2	B	06/26/2026	01/01/2025
Susan Hoskins	MNPS Ruby Major Elementary	Exceptional Education Para Professional	B	06/29/2026	05/27/2026
Tammy Owens	MNPS	ED Assnt-Ex Ed Pre-K Blended	B	07/16/2026	09/01/2026
Thomas England	Water & Sewer	Indust Tech Master	B	07/09/2026	08/01/2026
Thomas Wall	Sheriff	Program Coordinator	B	07/20/2026	05/01/2023
Timothy O'Brien	NDOT	Technical Specialist 2	B	07/09/2026	08/01/2026
Walter Vanderpool	Fire Department - Admin - Small Orders	Fire Fighter 2	B	06/26/2026	07/20/2026
Wayne Fisher	Police	Police Officer 2	B	07/01/2026	01/01/2026

*** Deferred Benefit**

Disability to Service

Employee	Department	Plan A/B	Effective Date of Conversion
Angela Cruz	MNPS Special Ed Bus Sub	B	07/01/2026
Henrietta Garrett	Metro Action Commission	B	07/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Alfred Burrow	Police	Teresa Burrow	B	08/01/2026
Bobby Cason	NDOT	Bonnie Cason	B	08/01/2026
Carl Doctor	Water & Sewer	Dorothy Doctor III	B	08/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Charles Hadden	MNPS	Annie Harden	B	07/01/2026
Dennis Amick	MNPS	Becky Amick	A	07/01/2026
Fredie Hudgins	Police	Donna Jewell	B	08/01/2026
Guat Mckee	Health	L Mckee Jr	B	07/01/2026
John Sparks	Assessor of Property	Norma Sparks	B	07/01/2026
John Tansey	MNPS	Carolyn Tansey	B	07/01/2026
Larry Hollis	Fire Department - Admin - Small Orders	Tracy Hollis	B	07/01/2026
Laura Carrillo	Parks Dept - Administration	Joseph Carrillo	B	08/01/2026
Victoria White	Parks	Layonnaw White	B	08/01/2026

QDRO

Employee	Department	Plan A/B	Case Type
----------	------------	----------	-----------

Options Elected

Employee	Department	Pension Plan Type	Plan A/B	Effective Date	Option	Drop Election
A'Lane Shannon	MNPS Apollo Middle	MNPS Support	B	06/02/2026	Option A - J&S 100%	No DROP
Bonita San Miguel	MNPS Rosebank Elementary	MNPS Support	B	05/22/2026	Normal Form	No DROP
Boyce Howell	Water & Sewer	GG	B	06/30/2026	Option E - J&S 100% with Pop-Up	No DROP
Buddy Scott	Water & Sewer	GG	B	07/04/2026	Normal Form	No DROP
Cynthia Boyer	Information Technology Services	GG	B	05/30/2026	Normal Form	No DROP
Deborah Miller-Butzler	Circuit Court Clerk	GG	B	06/24/2026	Option E - J&S 100% with Pop-Up	No DROP
Donald Reasonover	Fire Department - Admin - Small Orders	PF	B	07/01/2026	Normal Form	3 Year DROP
Donna Hawks	MNPS Eakin Elementary	MNPS Support	B	05/22/2026	Option E - J&S 100% with Pop-Up	1 Year DROP
Donna Josslyn	Juvenile Court	GG	B	04/23/2026	Normal Form	No DROP
Gary Standley	Fire Department - Admin - Small Orders	PF	B	06/27/2026	Option E - J&S 100% with Pop-Up	3 Year DROP
Grace Hahn	MNPS Granbery Elementary	MNPS Support	B	05/22/2026	Normal Form	No DROP
Jackie Tickle	MNPS Gower Elementary	MNPS Support	B	05/22/2026	Normal Form	No DROP
Janet Dodge	Assessor of Property	GG	B	05/01/2026	Normal Form	No DROP
Jeff Turner	Water & Sewer	GG	B	06/24/2026	Option B - J&S 50%	No DROP
Joseph Nellums	MNPS	MNPS Support	B	04/01/2023	Option A - J&S 100%	No DROP
Marieta Mcgee	MNPS Whites Creek High	MNPS Support	B	05/22/2026	Option F - J&S 50% with Pop-Up	3 Year DROP
Michael Taylor	Dept of Human Resources	GG	B	06/16/2026	Option A - J&S 100%	3 Year DROP
Oretha Bowers	MNPS KIPP Nashville Elementary School	MNPS Support	B	06/19/2026	Normal Form	No DROP
Paulette Cathey	MNPS Granbery Elementary	MNPS Support	B	05/22/2026	Normal Form	No DROP
Tanya Richard	MNPS	GG	B	10/01/2022	Option D - 120 Payments Guaranteed	No DROP
Timothy Hill	Register of Deeds	GG	B	05/30/2026		No DROP
Valrie Pugh	MNPS DuPont Hadley Middle	MNPS Support	B	05/22/2026	Normal Form	No DROP
Victoria Anderson	MNPS Margaret Allen Middle	MNPS Support	B	05/23/2026	Normal Form	3 Year DROP
Virginia Moore	Water & Sewer	GG	B	06/30/2026	Normal Form	No DROP
W Walker	Historical Commission	GG	B	04/22/2026	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. Deferred Compensation Plan Document.

Christina Hickey reported to the Board that at the June 2026 Study Session and July Board meeting, Finance presented information on proposed changes to the Deferred Compensation Plan Document and indicated that recommended plan document amendments would be brought back to the Board for approval. She stated that a summary of Deferred Compensation Plan Document changes from Finance as reviewed by Legal and also is a redlined version of the plan document.

Ms. Hickey stated the Board is asked to consider and approve the proposed plan document changes to the Deferred Compensation Plan Document.

Sharon Sepik, Seth Pilkinton and Bob Floye, Finance, were present.

Sharon Sepik stated the main issue was to have the contributions taken out quicker and that there were a few things that needed to be updated for ISA's and the CARE Act. She said the document was viewed by Voya, NEPC and Metro Legal.

There was some discussion as to whether or not if the Investment Committee had reviewed the document and how often it is reviewed.

Bradley Pinson moved for approval of the proposed plan document changes to the Deferred Compensation plan document. Jenneen Reed seconded and the Board approved without objection.

3. Correspondence:

- a. Cigna care management.

Item 3.-a. was for information only and no action was required.

4. Reports for your information:

- a. Return to work.
- b. Denial log from Acrisure.
- c. Social Security approvals.

Items 4.-a. through 4.-c were for information only and no action was required.

5. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:56 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Shannon Hall, Vice-Chair
Employee Benefit Board