MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

***October 6,* 2026**

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, October 6, 2026 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:31 a.m.

Benefit Board members: Chair: Jonathan Puckett; Vice Chair: Shannon Hall; Members: Allison Cantway, *G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Bradley Pinson, **Jenneen Reed and Robert Weaver.

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: 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 September 1, 2026. With no corrections, nothing further was noted and B.R. Hall moved for approval. Robert Weaver 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.

Jonathan Pucket noted that there is additional medical information on items 3-5 and it was requested that item 3 be moved to the number 5 spot.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 1 and 2, for the length of time as recommended. B.R. Hall moved for approval of the recommendation to approve the disability pension new requests, items 1 and 2 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 a denial of the disability pension new request, item 4.

The employee was present.

Christy Pruitt-Haynes, Department of Emergency Communications, was present.

There was some discussion of restrictions and clarification on whether or not the job can be accommodated.

*Denotes the arrival of Tom Curtis.

The employee addressed the Board regarding her injury, conditions, being accommodated and pain level.

**Denotes the arrival of Jenneen Reed.

Christy Pruitt-Haynes started that based on the limitations from the 201 Form they are able to accommodate her and if there are any beyond that they would need to be made aware of them.

The employee discussed her ability to do her job due to her pain.

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

After some discussion of coordinating with her case manager and that what is before the Board is whether or not she is medically able to perform the functions of her job or a comparable job, Harold Finch moved for approval of the recommendation to deny the disability pension new request, item 4. B.R. Hall seconded.

It was noted that in the event of something medically or administratively changing she can make the request again.

A vote was taken on the motion to deny the disability pension new request item 4 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 5.

The employee was present.

Tyrone Gardner, Metropolitan Nashville Public Schools, was present.

After some discussion of the additional medical information and the restrictions, Dr. Kenton Dodd recommended approval for 6 months based on the new medical information.

Robert Weaver moved for approval of the updated recommendation to approve the disability pension new request item 5 for the length of time as recommended. B.R. Hall seconded and the Board approved without objection.

The employee addressed the Board regarding the process and getting an understanding of the process.

Dr. Kenton Dodd reported to the Board that he recommends a denial of the disability pension new request, item 3, based on the position being suitable for someone with his impairment.

The employee was present and addressed the Board regarding his conditions and having contact with the public.

Byron Grizzle, Sheriff's Office, was present. He stated that they have no restrictions listed for him and the position is sedentary inside a secured area. He also stated that there is no physical public contact.

The employee discussed an incident with the Board regarding a welfare check at his home, being diagnosed with post-traumatic stress disorder, his position during that time and being cleared to return back to work.

There was some discussion of a disconnect in the medical record and the mental health providers statement completed by the same doctor.

After some discussion of the functions of the job, public versus employee contact, restrictions and triggers, Shannon Hall moved to defer this item for 1 month pending clarification from the provider documenting any and all restrictions related to his impairments. Robert Weaver seconded and the Board approved with Harold Finch opposed.

Dr. Kenton Dodd reported to the Board that he recommends approval of continuing the disability pension reexaminations, items 6 through 8 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 6 through 8 for the length of time as recommended. Bradley Pinson seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 9, he requests a deferral for two months. B.R. Hall moved for approval of the request to defer item 9 for two months. Tom Curtis seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on items 10 and 11 he recommends approval of changing the disability pension type to injury on duty and continued for the length of time as recommended. Harold Finch moved for approval of the recommendation of changing the disability pension type to injury on duty on items 10 and 11 and continue for the length of time as recommended. B.R. Hall 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 12 he recommends upholding the approval of return to work.

He stated that the department raised some concerns regarding the return to work.

Rickie McQueen and Missy Murrell, Metro Action Commission were present.

Rickie McQueen stated that the employee had expressed some concerns about returning to the classroom and the safety of the children. She stated that after reviewing what is required they agreed with her concerns that she would be able to safely provide care for the children.

There was some discussion of the job description, tliere being no restrictions, and returning to work in a teaching role.

There was also some discussion of her being able to continue therapy.

Missy Murrell described the actual functions of the job and noted that it requires a lot of physical movement.

There was discussion of the medical record, there being no restrictions and nothing in the record that would prevent her from doing her job.

After some discussion of the employee requesting further therapy from the injury on duty administrator, Shannon Hall moved for approval of the recommendation to uphold the return to work on item 12. B.R. Hall seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that item 13 is a request to return to work in a non-sworn position. He stated that his limitation is that he cannot perform the duties of a Paramedic.

Jamie Summers, Fire Department, stated that they do not have a position available at this time, however, he would be able to apply for a position anywhere within Metro.

There was some discussion of the mental health providers' statement in the medical record, concerns with the individual being able to perform any job right now and cases like this not being under review and the department not knowing of their limitations.

It was noted that the individual requested this return to work because they have applied for a position within the Health Department and what would happen if he is not successful in that role.

Jonathan Puckett suggested deferring item 13 for one month pending clarification on the implications.

Nicki Eke, Legal Department, stated that if the Board allows this person to return to a civilian position within the Fire Department and are not able to perform those duties they can go back on a pension because they are still disabled under the Code.

Jonathan Puckett moved to defer item 13 for one month pending clarification on the implications. Tom Curtis seconded and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that item 14 has requested an early service pension and needs to be removed from the reexam list. B.R. Hall moved for approval of removing item 14 from the reexam list. Bradley Pinson 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.	Kerri Ann Gleason	Sheriffs Office	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2027), with reexam at that time.
2.	Shelby L. Lollar	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2027), with reexam at that time.
4.	Monica S. Johnson	Department of Emergency Communications	In Line of Duty	As moved, seconded, and approved, this disability pension request was denied.
5.	Victor L. Moore	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (April 2027), with reexam at that time.
3.	William B. Graves	Sheriffs Office	Medical	As moved, seconded, and approved, this disability pension request was deferred for one month, (November 2026).

REEXAMINATIONS:

	Name	Department	In Line of Duty {IOD) or Medical Disability	Board Action Taken
6.	Natalie L. Duffield	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (October 2028), with reexam at that time.
7.	Stephen N. Holland	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for one year, (October 2027), with reexam at that time.
8.	Jonathan E. Scruggs	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (October 2028), with reexam at that time.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty {IOD) or Medical Disability	Board Action Taken
9.	Taylor C. Landers	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension reexam was deferred for two months, (December 2026).

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

OTHER - CHANGE FROM MEDICAL TO IN LINE OF DUTY:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
10.	Myles B. Batey	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was changed to in line of duty and continued for six months, (April 2027), with reexam at that time.
11.	William L. Brown	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was changed to in line of duty and continued for one year, (October 2027), with reexam at that time.

DEARTMENTAL REQUEST TO REMOVE FROM RETURN TO WORK LIST AND APPROVE:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Margie M. Winston	Metro Action Commission	In Line of Duty	As moved, seconded, and approved, the return to work was uoheld.

REQUEST - RETURN TO WORK IN NON-SWORN POSITION:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
13.	Timothy B. Lee	Fire	In Line of Duty	As moved, seconded, and approved, this return to work request was deferred for one month (November 2026).

ADMINISTRATIVE UPDATE -REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (1OD) or Medical Disability	Board Action Taken
14.	Christopher R. Cote	Police	In Line of Duty	As moved, seconded, and approved, this disability pensioner converted to an early service pension.

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. Shannon 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 Recommendation	Comments
1	Constant, Brandon L.	Fire	Pension Aooroval	Yes	Yes	Evaluation
2	Lively, Robin N.	General Sessions Ct.	Pension Aooroval	Yes	Yes	May Meet SSA Guidelines, Listini:is 11.04A/B

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. Bradley Pinson seconded and the Board approved without objection.

PENSIONS
October 06, 2026

Service

Employee	Department	Classification	Plan A/8	Application Date	Estimated Effective Date
Ceile Phelps	MNPS Andrew Jackson Elementarv	Exceptional Education Para Professional	B	09/23/2026	09/16/2026
David Auahenbauah	General Services - Lindslev Hall	Technical Soecialist 1	B	09/23/2026	10/03/2026
Deborah Benjamin	MNPS Transportation	Transportation Services Suooort Manaaer	B	09/02/2026	10/03/2026
Douglas Tavlor	Hospital Authoritv	Satelite	B	09/09/2026	08/01/2026
Eric Dugger	Police	Police Officer 2	B	08/07/2026	06/01/2026
Francis Okovomo	Sheriff's Deoartment	Correctional Officer 2	B	09/24/2026	09/18/2026
Gredonna Wilkerson	Sheriff's Deoartment	Sheriff Behavioral Care Tech	B	09/07/2026	10/02/2026
Javne Baltimore	MNPS Soecial Ed Bus Sub	Bus Driver	B	09/22/2026	11/21/2026
Jennifer Wilson	Election Commission - Main Office	Officer	B	09/16/2026	08/01/2025
Jimmy Hickman	Sheriff's Department	Sheriff Prisoner Processor 1	B	09/24/2026	10/31/2026
John Honeysucker	Water & Sewer	Water Svcs Asst Dir	B	08/25/2026	08/19/2026
Juliana Nwagwu	Hosoital Authority	Satelite	B	08/17/2026	06/01/2026
Kathrvn Wilcox	Juvenile Court	Youth Case Manager 2	B	08/26/2026	09/30/2026
Kimberlv Head	Juvenile Court	Admin Svcs Officer 2	B	08/14/2026	10/02/2026
Lisa McCullough	Fire Department - Admin - Small Orders	Advanced Emergency Med Tech	B	09/24/2026	11/10/2026
Mark Bennett	General Services - Police Headquarters	Police Officer 2	B	09/07/2026	10/10/2026
Martha Harris	MNPS Johnson Alternative Learnino Center	Lead Nutrition Services Cluster Cashier	B	08/26/2026	10/31/2026
Marv Angel-Beckner	Health	Commun Disease Investigator	B	09/18/2026	10/01/2026
Michael Hirtzer	NDOT	Technical Soecialist 2	B	08/27/2026	10/02/2026
Michelle Claiborne	MNPS Info Mgmt & Decision	Data Quality and Integrity Soecialist	B	08/24/2026	08/28/2026
Mose Jobe	Water & Sewer	Admin Svcs Mgr	B	08/26/2026	09/21/2026
Noah Smith	General Services - Police Headauarters	Police Sergeant	B	09/11/2026	08/26/2026
Paul Baugh	MNPS Maintenance	Maintenance Worker	B	09/17/2026	09/19/2026
Ronald Ward	Fire Department - Admin - Small Orders	Fire Captain	B	08/13/2026	09/17/2026
Rufus N Murray	General Services - Police Headauarters	School Crossing Guard	B	09/24/2026	05/24/2025
Sherry Smith	Public Librarv	Custodian	B	08/24/2026	05/01/2020
Tangela Gant	MNPS Special Ed Bus Sub	School Bus Monitor	B	09/02/2026	09/12/2026
Teresa Busby	Juvenile Court	Admin Svcs Officer 2	B	09/10/2026	12/01/2026
Timothy Henderson	Fire Department - Admin - Small Orders	Fire Deputy Director Chief	B	09/02/2026	10/05/2026

*** Deferred Benefit**

Disability to Service

Employee	Department	Plan A/8	Effective Date of Conversion
Antranette Matthews	MNPS Soecial Ed Bus Sub	B	09/01/2026
Derrick Moore	Juvenile Court	B	09/01/2026
James Guoton	Fire Department - Admin - Small Orders	B	09/01/202.6
Momolu Darley	Fire Department - Admin - Small Orders	B	09/01/2026
Samuel Horton	NDOT	B	08/01/2026
William Madden	NDOT	B	08/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/8	Effective Date
Anna Willis	MNPS	Carlee Kendrick	B	09/01/2026
Barbara Hunt	MNPS	Robert Hunt	B	09/01/2026
Donald Coleman	Water & Sewer	Denise Coleman	B	09/01/2026
Gene Graves	Water Services	Crvstal Graves	B	09/01/2026
James Kizer	Police	Vernice Kizer	B	10/01/2026
James Word	Water & Sewer	Velma Word	B	10/01/2026
Jerrv Jamison	Water Services	Melody Jamison	B	10/01/2026
William Cleek	Police Department - Hermitaae	Michelle Cleek	B	09/01/2026

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
	Precinct			

QDRO

Employee	Department	Plan A/B	Case Type
Marsha Brown	General Services - Police Headauarters	B	ACTIVE
Tony Flatt	Sheriff	B	ACTIVE

Options Elected

Employee	Department	Pension Plan Type	Plan A/B	Effective Date	Option	Drop Election
Askalu Kahase	MNPS STEM Prep High School	MNPS Support	B	05/22/2026	Option E- J&S 100% with Pop-Up	No DROP
Carolyn German	Parks	GG	B	09/01/2026	Option D - 120 Payments Guaranteed	No DROP
Darlette Barnett	MNPS Kennedy Middle	MNPS Support	B	08/07/2026	Normal Form	No DROP
Douglas Smith	General Services - Police Headquarters	PF	B	08/31/2026	Option E - J&S 100% with Pop-Up	No DROP
Hurlene Clark	Social Services Central Office	GG	B	06/18/2026	Option D - 120 Payments Guaranteed	3 Year DROP
Janet Al-Hasan	MNPS Smith Springs Elementarv	MNPS Support	B	08/01/2026	Option A - J&S 100%	No DROP
Julie Bailey	MNPS	MNPS Support	B	06/01/2026	Option D - 120 Payments Guaranteed	No DROP
Kay Simpson	MNPS Alex Green Elementary	MNPS Support	B	04/16/2026	Option A - J&S 100%	No DROP
Kimberly Becker	MNPS Exceptional Education	MNPS Suooort	B	08/04/2026	Normal Form	No DROP
Larry Law	Information Technology Services	GG	B	08/29/2026	Option B - J&S 50%	No DROP
Linda Scott	Hospital Authoritv	GG	A	07/01/2026	Normal Form	No DROP
Lisa Ramsey	MNPS Division Teaching & Learn	MNPS Suooort	B	07/31/2026	Normal Form	1 Year DROP
Louis Crocker	Sheriff	GG	B	07/01/2026	Normal Form	No DROP
Marvin Cox	Social Services Central Office	GG	B	08/29/2026	Normal Form	No DROP
Michael Dunn	Police	PF	B	08/01/2026	Option E - J&S 100% with Pop-Up	No DROP
Naila Nguyen	Hospital Authority	GG	B	09/01/2026	Option D - 120 Payments Guaranteed	No DROP
Rodney Adams	Sheriff's Department	GG	B	07/18/2026	Option B - J&S 50%	No DROP
Tammy Owens	MNPS	MNPS Support	B	09/01/2026	Normal Form	No DROP
Timothy O'Brien	NDOT	GG	B	08/01/2026	Option F - J&S 50% with Poo-Up	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. Medical and 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 and Life Committee met on September 15, 2026 to deliberate on one medical care request the Self-insured Cigna HRA plan appeal - Dependent of Employee from Metropolitan Nashville Police Department (MNPD). 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 asked if there were any amendments, corrections, or questions of the minutes from the September 15, 2026, Medical & Life Committee meeting. With no corrections, B.R. Hall moved for approval of the Medical and Life Committee minutes. Shannon Hall seconded, and the Committee minutes were approved without objection.

The employee was not present.

A representative from Laurel Heights Hospital was not present.

Christina Hickey reported to the Board that on Committee item 2 the Self-insured Cigna HRA plan appeal - Dependent of Employee from MNPD was denied coverage of the Inpatient Behavioral Health Level of Care, Child or Adolescent, ORG: B-902-IP services for the dates of Service: 01/16/2026 through 01/20/2026. She stated that the provider, Laurel Heights Hospital, is appealing this denial.

Christina Hickey reported to the Board that the Committee recommended overturning the denial and approving this request for this member in this particular circumstance.

B.R. Hall moved for approval of the Committees' recommendation to overturn the denial and approve the request for this member in this particular circumstance. Shannon Hall seconded and the Board approved without objection.

3. Correspondence:

a. Utilization report from Cigna.
b. Cigna healthcare pharmacy clinical update.

Items 3.-a. and 3.-b. were for information only.

4. Reports for your information:

a. Return to **work.**
b. Social Security approvals.
c. Denial log from Acrisure.
d. Benefit Board expense reports.

Items 4.-a. through 4.-d. were for information only.

5. Late item(s) - There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 11:03 a.m.

ATTEST:

Shannon B. Hall, Director
Human Resources

APPROVED:

Jonathan Puckett, Chair
Employee Benefit Board