

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

September 3, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, September 3, 2024 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:32 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: TBD; Members: Harold W. Finch, II, Gilbert Gonzales, B.R. Hall, Sr., Shannon B. Hall, Christy Pruitt-Haynes, Jonathan Puckett, and *Robert Weaver.

Members Kevin Crumbo and G. Thomas Curtis were unable to be present.

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

A. MINUTES: Chair Edna Jones 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 August 6, 2024. With no corrections, nothing further was noted and Jonathan Puckett moved for approval. B.R. Hall seconded and the Board approved with Christy Pruitt-Haynes abstaining.

Board Chair Edna Jones introduced new member Christy Pruitt-Haynes.

B. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by this Board.

*Denotes the arrival of Robert Weaver.

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 request, item 1 for the length of time as recommended.

After some clarification of whether there is a compensable injury on duty claim for the disabling condition B.R. Hall moved for approval of the recommendation to approve the disability pension new request, item 1 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on the disability pension new request, item 2 he is requesting a deferral as there is still an injury on duty claim pending.

Jonathan Puckett informed the Board that he will be recusing himself from any votes associated with this request.

B.R. Hall moved for approval of the recommendation to defer the disability pension new request, item 2. Shannon Hall seconded, and the Board approved with Jonathan Puckett not voting.

Dr. Kenton Dodd reported to the Board that he recommends approval for continuing the disability pension reexamination, item 3 with vocational case management services for the length of time as recommended. Harold Finch moved for approval of the recommendation to continue the disability pension reexamination, item 3 with vocational case management services for the length of time as recommended. Jonathan Puckett 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 he recommends approval for continuing the disability pension reexaminations, items 4 through 6 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 4 through 6 for the length of time as recommended. Harold Finch seconded, and the Board approved without objection.

On the reconsideration, item 3 under Benefit Board items, Christina Hickey reported to the Board that at the July Board, the Board denied this employee a medical disability pension and has requested for the Board to reconsider their July 2024 decision. She stated that in addition to the reconsideration request, this individual has been advised that they provide additional medical information in support of this reconsideration which has been supplied. She also noted that the Board must vote to reconsider this item before proceeding.

B.R. Hall moved to reconsider item 3 under Benefit Board items. Robert Weaver seconded, and the Board approved without objection.

The employee was not present.

Dr. Kenton Dodd reported to the Board that his recommendation remains unchanged. He stated that the new documentation did indicate that the condition that effected the employee has resolved, and he recommends a denial of the reconsideration, item 3 under Benefit Board items.

After some discussion of the employees' medical conditions and the medical record not supporting the employee from not being able to do her job, Harold Finch moved to uphold the denial of the reconsideration for a disability pension, item 3 under Benefit Board items. B.R. Hall seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	James N. Franklin	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (March 2025), with reexam at that time.
2.	Joseph A. Clinard	Fire	In Line of Duty	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
3.	Bahia S. Ismaeel	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension was continued with vocational case management for two years, (September 2026), with reexam at that time.
4.	Emily J. McClintock	Fire	Medical	As moved, seconded, and approved, this disability pension was continued for two years, (September 2026), 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
5.	Timothy J. Powell	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (September 2026), with reexam at that time.
6.	Robert Rigsby	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for two years, (September 2026), with reexam at that time.

RECONSIDERATION – NEW REQUEST – ITEM 3 UNDER BENEFIT BOARD ITEMS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Jeanne S. Hesson	Police	Medical	As moved seconded and approved this reconsideration for a disability pension was denied.

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. Shannon Hall seconded, and the Board approved without objection.

Item	Name	Department	Origin of Review	CM Referral	CSME Recommendation	Comments
1	Tyce, Brooke D.	MNPS	Pension Approval	Yes	Yes	Likely Meets SSA Medical-Vocational Guidelines
2	Workman, Joey B.	County Clerk's Office	Pension Approval	Yes	Yes	Evaluation

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

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

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Patricia Wynn *	Emergency Communication Center	Emer Telecommunications Superv	B	08/07/2024	09/01/2024
Anne Fontaine	Health	Public Health Nurse 1	B	08/03/2024	09/14/2024
Terry Quillen	Register of Deeds	Satellite position	B	07/15/2024	07/26/2024
Roger Pilkinton	MNPS	MECHANIC - AUTOMOTIVE TRANS	B	07/29/2024	08/01/2024

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Sheila Anderson	MNPS	ASST - WORKPLACE SAFETY	B	08/09/2024	09/14/2024
Artheia Murphy	MNPS	SECRETARY/CLERK	B	08/14/2024	08/09/2024
William Rogers	MNPS	SKILL LABORER - PLUMBING SR	B	06/27/2024	08/01/2024
Ronald Bright	Police	Police Officer 2	B	08/15/2024	10/22/2024
Michael Wagner	Public Library	Library Associate	B	08/13/2024	08/10/2024
Michieal Ramsey	Police	Police Officer 2	B	07/29/2024	08/01/2024
Toni Wansley	Metro Action Commission	PF& Comm Engagement Adv I-MAC	B	08/06/2024	09/19/2024
Jonathan Dodson	Parks	Special Programs Coord	B	08/01/2024	08/31/2024
Matthew Mares	Fire	Fire Fighter 2	B	08/12/2024	07/16/2024
Kurt Knapp	Police	Police Sergeant	B	08/07/2024	08/17/2024
Pamela Harrison	Sheriff	Steering Clear Citations Spec	B	07/25/2024	07/19/2024
Robert Meadows	Fire	Advanced Emergency Med Tech	B	08/13/2024	08/01/2024
Maggie Lawrence	Fire	Fire Marshal-Dpty	B	07/24/2024	08/16/2024
Chad Gish	Police	Technical Specialist 2	B	05/08/2024	07/16/2024
Donnie Graves	Parks	Painter	B	07/29/2024	08/16/2024
Angel Perez *	Sheriff	Correctional Officer 1	B	08/12/2024	04/01/2024
Lisha Jordan *	Election Commission	Office Support Rep 2	B	08/08/2024	12/01/2023
Peter Crespo *	Sheriff	Case Worker 2	B	06/22/2024	08/01/2024
James Spray *	Beer Board	Beer Permit Inspector 1	B	03/19/2024	04/01/2024
Kenneth Suggs *	Police	Police Sergeant	B	08/09/2024	08/01/2024
Melinda Rooker *	Public Works	Office Support Spec 1	B	07/26/2024	09/01/2024
Connie Brookshire *	Register of Deeds	Satellite position	B	06/24/2024	11/01/2023
Gladys Koumanelis *	MNPS	PARA-PRO - EX ED	B	08/02/2024	09/01/2024
Norman Tanner *	MNPS	WORKER - CUSTODIAL	B	06/03/2024	11/01/2021
Donald Clark *	General Sessions Court	Judicial Asst 1	B	08/09/2024	10/01/2024
Sabrina Allen *	MNPS	DRIVER - BUS	B	05/20/2024	08/01/2023
Sandra Mckay *	Bordeaux Long Term Care	Envir Svcs Tech	B	06/10/2024	10/01/2024
Joseph Mginley *	Internal Audit	Sr Internal Auditor	B	06/21/2024	04/01/2020
Camille Horton *	State Trial Courts	Program Spec 2	B	08/06/2024	01/01/2024
Yvette Jones *	MNPS	SUPV - CAMPUS	B	07/03/2024	08/01/2024

* Deferred Benefit

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Tracy Davis	General Hospital	B	08/01/2024
Tracey Fisher	MNPS	B	08/01/2024
Nathan Clark	Police	B	08/01/2024
Charles Fischer	Circuit Court Clerk	B	08/01/2024

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Trent Cooks	MNPS	Service With Option	B	05/01/2024	Option B	
Sandra Reynolds	Public Library	Service With Option	B	07/06/2024	Option E	
Terry Quillen	Register of Deeds	Service Without Option	B	07/27/2024	Normal	
Karen Tomlin	MNPS	Service Without Option	B	01/01/2024	Normal	
Marianne Beebe	MNPS	Service Without Option	B	06/29/2024	Normal	
Leroy Buggs	MNPS	Service With Option	B	05/24/2024	Option A	
Leroy Buggs	MNPS	Service With Option	B	05/24/2024	Option A	
Michael Smith	Criminal Court Clerk	Service With Option	B	06/29/2024	Option E	
Diana Peterson	MNPS	Service Without Option	B	07/06/2024	Normal	
Shirley Castleberry	MNPS	Service Without Option	B	05/24/2024	Normal	
Veronica Childs	MNPS	Service Without Option	B	05/25/2024	Normal	
Thomas Fisher	MNPS	Service With Option	B	06/29/2024	Option F	
Connie Orstrom	MNPS	Service With Option	B	06/29/2024	Option F	
Lois Gibbs	MNPS	Early Service With Option	B	05/24/2024	Option E	
Nancy Currey	MNPS	Service With Option	B	06/29/2024	Option A	3
Rebecca Breedlove	MNPS	Service With Option	B	05/24/2024	Option F	
Shanna Whitelaw	Water Services	Early Service With Option	B	07/06/2024	Option F	
Josie Edwards	MNPS	Early Service Without Option	B	05/24/2024	Normal	

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

Options Elected (continued)

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Gary Pope	MNPS	Service With Option	B	07/26/2024	Option B	3
Katie Hollins	MNPS	Service With Option	B	06/29/2024	Option A	3
Willie Hodges	Health	Early Service Without Option	B	07/02/2024	Normal	
Charles Holman	Juvenile Court	Service With Option	B	07/17/2024	Option A	
Donna Liles	Codes Administration	Early Service With Option	B	07/06/2024	Option E	
Vickie Patton	General Hospital	Service Without Option	B	07/11/2024	Normal	3
Vanessa Robertson-Sanders	General Hospital	Service Without Option	B	07/06/2024	Normal	
Mary Dunn	Health	Service Without Option	B	07/06/2024	Normal	
Maggie Lawrence	Metro Action Commission	Service With Option	B	07/13/2024	Option E	2
Melissa Sterry	Water Services	Service Without Option	B	08/01/2024	Normal	
Steven Nunley	Water Services	Service With Option	B	06/29/2024	Option F	
Wanda Hadley	Human Resources	Service Without Option	B	06/29/2024	Normal	
Dianna Shire	MNPS	Service With Option	B	05/25/2024	Option E	
Rosalyn Lee	MNPS	Service Without Option	B	05/03/2024	Normal	
Kenneth Tansil Jr	General Services	Service Without Option	B	06/29/2024	Normal	3
Charles Vance II	Police	P&F Service Pen With Option	B	07/06/2024	Option F	3
William Taylor	Assessor of Property	Service Without Option	B	06/29/2024	Normal	
Pamela Harrison	Sheriff	Service Without Option	B	07/20/2024	Normal	1
David Proffitt	MNPS	Service With Option	B	06/28/2024	Option F	
Darrell Moore	Public Works	Service With Option	B	07/01/2024	Option A	
David Butts	Fire	Service With Option	B	06/29/2024	Option A	3
Theodore Anderson Jr	Fire	P&F Service Pen With Option	B	06/24/2024	Option A	1
Gina Wattenbarger	Criminal Court Clerk	Service With Option	B	07/13/2024	Option B	2
Joan Lawson	Public Defender	Service Without Option	B	06/29/2024	Normal	
Daniel Mcgowan	Assessor of Property	Service Without Option	B	08/01/2024	Normal	
David Liles	General Services	Early Service With Option	B	07/06/2024	Option E	
Chad Gish	Police	P&F Service Pen With Option	B	07/16/2024	Option A	2
Jonathan Stanley	Police	P&F Service Pen With Option	B	01/01/2024	Option E	
Phara Fondren	Metro Action Commission	Service With Option	B	06/29/2024	Option F	
Stephen Lewis	Police	P&F Service Pen With Option	B	07/16/2024	Option A	3
Andrew Kooshian	Police	P&F Service Pen With Option	B	07/06/2024	Option E	3
Reba Sparks	MNPS	Service With Option	B	01/01/2024	Option D	
Kevin Musfeldt	Water Services	Service Without Option	B	06/22/2024	Normal	
Jacquelyn Mckie	Parks	Service With Option	B	06/21/2024	Option D	
Mark Jordan	Health	Service With Option	B	01/01/2024	Option E	
Stephen Sanders	Parks	Service With Option	B	01/01/2024	Normal	
Sylvia Laird	Sheriff	Service Without Option	B	08/01/2024	Normal	
Cynthia Williams	Police	Service Without Option	B	08/01/2024	Normal	
Gregory Peacock	Sheriff	Service Without Option	B	01/01/2024	Normal	
Richard Anderson	Public Works	Service With Option	B	01/01/2024	Option E	
Pamela Mcinish	Human Resources	Service Without Option	B	07/01/2024	Normal	
Kathy Deshotels	Election Commission	Service Without Option	B	01/01/2024	Normal	
Herman Bradford	MNPS	Service Without Option	B	01/01/2024	Normal	
Yvette Jones	MNPS	Service With Option	B	08/01/2024	Option D	
James Spray	Beer Board	Service With Option	B	04/01/2024	Option E	
Rhoda Phillips	General Hospital	Service With Option	B	01/01/2024	Option D	
Ismail Kucher	MNPS	Service With Option	B	01/01/2024	Option A	

Key Codes	
Options	Drop Elections
Normal Form - life annuity, no payments guaranteed	1 - 1 year drop
Option A - Joint and 100% to Survivor	2 - 2 year drop
Option B - Joint and 50% to Survivor	3 - 3 year drop
Option C - Level Social Security option	
Option D - Life Income, 120 payments guaranteed	
Option E - Joint and 100% to Survivor with popup	
Option F - Joint and 50% to Survivor with popup	

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

QDRO – None to report

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Kent Trovillion	Fire	Ann Trovillion	B	08/08/2024
Jimmy Hayes	Fire	Linda Hayes	B	08/01/2024
Tyrone Ewing	MNPS	Carolyn Ewing	B	08/09/2024
David Reasonover	Fire	Norma Reasonover	B	07/26/2024
Scott Jenkins	Fire	Melody Jenkins	A	07/20/2024
Renesa Davis	Public Works	Leroy Davis	B	08/11/2024
Howard Carter	Water Services	Georgia Carter	A	08/19/2024
Howard Clark	MNPS	Inez Clark	B	07/22/2024
Abdullah Tayip	MNPS	Ramziye Tayip	B	07/14/2024
Jerry Shadix	MNPS	Brenda Shadix	B	07/26/2024
Terry Corn	Sheriff	Michael Crump	B	07/31/2024
Kenneth Crossland	Sheriff	Rhonda Crossland	B	07/14/2024
Don Goad	MNPS	Martha Goad	B	08/02/2024
Robert Lyons	Police	Candee Lyons	B	07/13/2024

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. Presentation of Resolution.

A resolution was presented to Christine Bradley acknowledging her service to the Board.

3. Reconsideration for medical pension for employee from Metro Nashville Police Department.

This item was acted upon accordingly under section C. - Disability Pensions.

4. In line of duty death benefit for Lori L. Lazo.

Christina Hickey reported to the Board that Lori L. Lazo was an active employee classified as a Technical Services Administrator with General Services who died on July 1, 2024 of blunt force trauma to the torso according to the death certificate. She stated that under the benefit system, Ms. Lazo's beneficiaries are entitled to the basic term life insurance benefit which has been processed and Metro Code Section 3.20.040 (A) gives the Board the authority to provide an additional \$100,000 in-line-of-duty death benefit to Ms. Lazo's estate. She stated this request is now being made on behalf of her husband, Eric Gibbs. Ms. Hickey stated that in accordance with the March 2014 Benefit Board approved IOD Death Benefit policy, the Board will need to determine whether this case qualifies for the benefit afforded under Metro Code Section 3.20.040.

B.R. Hall moved for approval of the In line of duty death benefit for Lori L. Lazo. Robert Weaver seconded, and the Board approved without objection.

5. Election of Metropolitan Employee Benefit Board Vice-Chair for the remainder of 2024.

Christina Hickey reported to the Board that the Department of Law recommends that the Board conduct the election to fill the vacancy of the Vice-Chair position as follows: 1) Candidates for the office of Vice-Chair are nominated at a Board meeting; 2) Candidates are nominated from the appointed section of the Board; 3) Any Board member can nominate a candidate; 4) Every Board member is eligible to vote in the election to fill the vacancy of the Vice-Chair position; and 5) If more than one person is nominated, the person who receives the most votes becomes the Vice-Chair.

Christina Hickey opened the floor to nominations.

Jonathan Puckett nominated Kevin Crumbo for Vice-Chair for the remainder of 2024. Edna Jones seconded. A vote was taken on the nomination for Vice-Chair for the remainder of 2024 and was approved with Christy Pruitt-Haynes abstaining.

6. Correspondence:

- a. Utilization report from Blue Cross Blue Shield.
- b. Utilization report from CIGNA.

Items 6.-a. and 6.-b. were for information only and no action was required.

7. Reports for your information:

- a. Social Security approvals.
- b. Denial log from Davies.
- c. Benefit Board expense reports.

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

8. Late item(s):

There were no late items reported at the meeting.

With nothing further presented, the meeting adjourned at 9:54 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board