

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

November 5, 2024

The Metropolitan Employee Benefit Board met for their regularly scheduled meeting on Tuesday, November 5, 2024, in the Metropolitan Nashville Public Schools Board Room, Nashville, Tennessee, at approximately 9:36 a.m.

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

Others present: Christina Hickey, Metro Human Resources, Nicki Eke, 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 October 1, 2024. With no corrections, nothing further was noted and B. R. Hall moved for approval. Robert Weaver seconded, and the Board approved with Gilbert Gonzales not voting.

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 request, item 1 for the length of time as recommended. Tom Curtis 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 with Jonathan Puckett abstaining.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 2 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new request, item 2 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

The employee and attorney, Sunny Koshy were present for item 3.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new request, item 3 for the length of time as recommended. Tom Curtis moved for approval of the recommendation to approve the disability pension new request item 3 through for the length of time as recommended. Robert Weaver seconded.

After some discussion regarding the injury a vote was taken on the motion to approve the disability pension new request item 3 and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that he recommends approval of the disability pension new requests, items 4 through 6 for the length of time as recommended. Robert Weaver moved for approval of the recommendation to approve the disability pension new requests, items 4 through 6 for the length of time as recommended. Tom Curtis seconded, and the Board approved without objection.

Christina Hickey read a statement from the employee on item 7.

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 of the disability pension new request, item 7 for the length of time as recommended. Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 7 for the length of time as recommended. Robert Weaver seconded, and the Board approved without objection.

*Denotes Tom Curtis leaving the meeting.

The employee and union representative Alexandria Danner were present for item 8.

Dr. Kenton Dodd reported to the Board that he recommends a denial on item 8. He stated she does have multiple conditions however there is not a disabling condition to support the request.

The employee addressed the Board regarding her conditions and stated there are additional medical records to be submitted.

Alexandria Danner, union representative, requested a two-month deferral in order to obtain the additional medical records.

Shannon Hall moved to defer the disability pension new request, item 8 for two months. Jonathan Puckett seconded, and the Board approved without objection.

Dr. Kenton Dodd reported to the Board that on item 9 the medical information received does not support the request. He stated that medically her complaints of presyncope does qualify.

The employee and union representative Addis Kendall were present.

The employee addressed the Board regarding her condition.

There was some discussion of the disability standard, non-sworn positions, and light duty assignments.

Jamie Summers, Fire Department, stated that there are no current vacancies but can be considered in the future.

After some discussion regarding heart rates, long term effects of COVID and safety issues, B.R. Hall moved for approval of the disability pension new request, item 9 for six months. Harold Finch seconded, and the Board approved without objection.

**Denotes Tom Curtis returning to the meeting.

The employee was present for item 10 and described her conditions and level of pain.

Dr. Kenton Dodd reported to the Board that the additional medical information does not support the request, as her current position is suitable for her conditions.

After some discussion of her conditions and accommodations, Shannon Hall moved to defer the disability pension new request, item 10 for one month. Robert Weaver seconded, and the Board approved with Gilbert Gonzales abstaining.

The employee and attorney, Jack Byrd were present for item 11.

Dr. Kenton Dodd reported to the Board that he has received some new information and recommends approval of the disability pension new request, item 11 for seven months. Shannon Hall moved for approval of the recommendation to approve the disability pension new request, item 11 for seven months. Robert Weaver 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 12 and 13 for the length of time as recommended. B.R. Hall moved for approval of the recommendation to continue the disability pension reexaminations, items 12 and 13 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 items 14 through 16, he requests a deferral for one month. Jonathan Puckett moved for approval of the request to defer items 14 through 16 for one month. Harold Finch seconded, and the Board approved without objection.

Claire Wells reported to the Board that item 17 has been approved for Social Security prior to their upcoming reexam and needs to be removed from the reexam list. B.R. Hall moved for approval of the Social Security approval, item 17 to be removed from the reexam list with no further review. Christy Pruitt-Haynes seconded, and the Board approved without objection.

NEW REQUESTS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
1.	Joseph A. Clinard	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (June 2025), with re-exam at that time.
2.	Richard K. Holland	Finance	Medical	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2025), with re-exam at that time.
3.	Seth E. Kellow	Police	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for five months, (April 2025), with re-exam at that time.
4.	Tania Osborne	Metropolitan Nashville Public Schools	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2025), with re-exam at that time.
5.	Reginald L. Rucker, Jr.	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2025), with re-exam at that time.
6.	Barry E. Sims, II	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for one year, (November 2025), with re-exam at that time.
7.	Kenneth D. Vetetoe, Jr.	Nashville Department of Transportation	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for seven months, (June 2025), with re-exam at that time.

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

NEW REQUESTS: (continued)

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
8.	Shellia A. Kirkendoll	Health	Medical	As moved, seconded, and approved, this disability pension new request was deferred for two months, (January 2025).
9.	Julie A. Haynes	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension request was approved for six months, (May 2025), with re-exam at that time.
10.	Deborah J. James	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension new request was deferred.
11.	Christopher W. Littles	Police	Medical	As moved, seconded, and approved, this disability pension request was approved for seven months, (June 2025), with re-exam at that time.

REEXAMINATIONS:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
12.	Colin K. Feeney	Police	In Line of Duty	As moved, seconded, and approved, this disability pension was continued for six months, (May 2025), with re-exam at that time.
13.	Michelle N. Harris	Fire	In Line of Duty	As moved, seconded, and approved, this disability pension was continued without stipulation of scheduled re-exam.

REEXAMINATIONS - DEFER:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
14.	Veronique J. Johnson	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month.
15.	Antranette Matthews	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month.
16.	Amira Selmanovic	Metropolitan Nashville Public Schools	Medical	As moved, seconded, and approved, this disability pension reexam was deferred for one month.

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

SOCIAL SECURITY APPROVALS - REMOVE FROM REEXAMINATION LIST:

	Name	Department	In Line of Duty (IOD) or Medical Disability	Board Action Taken
17.	Eric C. Morgan	Nashville Department of Transportation	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 there are no Social Security referrals.

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. Jonathan Puckett seconded, and the Board approved without objection.

Service

Employee	Department	Classification	Plan A/B	Application Date	Estimated Effective Date
Cynthia Dickey *	MNPS	Data Entry Specialist	A	09/20/2024	11/01/2024
Jeanne Hesson	Police	Police Support Technician	B	10/03/2024	08/26/2024
Patsy Stephens	Election Commission	Office Support Rep Sr	B	10/15/2024	12/30/2024
Treasa Brown	MNPS	ASST - FOOD SVC	B	10/03/2024	09/13/2024
James Bledsoe	Fire	Fire Engineer	B	10/01/2024	10/04/2024
Tameka Burgess	Sheriff	Correctional Officer 2	B	09/30/2024	09/26/2024
Robert Pedigo	MNPS	ASST - SECURITY	B	10/16/2024	11/02/2024
Randal Owsley	Police	Police Officer 2	B	09/23/2024	12/03/2024
Billy Brooks	MNPS	Mgr Main&Rep Nutrition Svcs	B	10/03/2024	11/22/2024
Lagina Osborne	MNPS	PARA PRO - PRE K GEN ED	B	09/23/2024	10/31/2024
Melissa McMahon	MNPS	MGR - IT SMS PRODUCT	B	10/08/2024	11/14/2024
Brenda Womack	State Trial Courts	Judicial Asst 1	B	07/29/2024	09/04/2024
Virginia Theus	Juvenile Court	Admin Svcs Officer 2	B	10/07/2024	12/31/2024
Cynthia Croom	Metro Action Commission	Exec Dir	B	10/04/2024	11/01/2024
Leslie Worley	General Services	Technical Specialist 2	B	10/14/2024	11/22/2024
Jerry Ham	Codes Administration	Electrical Inspector 1	B	09/19/2024	11/04/2024
Joe Haney	Fire	Fire Engineer	B	10/03/2024	11/01/2024
James Nelson	Fire	Fire Captain	B	08/27/2024	09/22/2024
Gregory Burgess	Fire	Fire Captain	B	10/03/2024	10/17/2024
Jeanine Sarno	Police	Police Officer 2-Fld Trng Ofcr	B	10/18/2024	12/31/2024
Warren Mcconkey	Police	Police Lieutenant	B	08/06/2024	09/15/2024
Carl Fieth	Public Library	Archivist	B	10/01/2024	11/29/2024
Dorothea Shearon	Sheriff	Sheriff Case Worker 2	B	10/02/2024	10/04/2024
Michael Barrett	Water Services	Treatment Plant Tech 3	B	10/16/2024	11/14/2024
Sandra Talavera *	Police	Police Officer 2	B	09/19/2024	10/01/2024
Ronald Davis *	MNPS	WORKER - CUSTODIAL	B	09/11/2024	02/01/2020
Erika Shaw *	General Hospital	Venipuncture Tech	B	09/28/2024	12/01/2024
Keith Johnson Sr *	Police	Police Sergeant	B	09/04/2024	03/01/2023
Ronald Kenney *	Fire	Emerg Medical Tech 1	B	08/13/2024	10/01/2024
Dorcas Sheffield *	NCAC	Opry Mills Ctr Mgr - NCAC	B	09/23/2024	08/01/2023
Mary Koellein *	Parks	Cust Svc Rep 3	B	09/29/2024	10/01/2024

* Deferred Benefit

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

Disability to service

Employee	Department	Plan A/B	Effective Date of Conversion
Jerry Brown Jr	Fire	B	10/01/2024
Joanne Alford	MNPS	A	10/01/2024
Leon Greif	Fire	A	10/01/2024
Kathleen Trail	Beer Board	A	10/01/2024
James Stewart	Public Library	A	10/01/2024
Melinda Tankersley	MNPS	B	10/01/2024

Options Elected

Employee	Department	Pension Type	Plan A/B	Effective Date	Option	Drop Election
Leonard Ross	NCAC	Service Without Option	B	01/01/2024	Normal	
Jeanne Hesson	Police	Service Without Option	B	08/26/2024	Normal	
Anne Fontaine	Health	Service With Option	B	09/14/2024	Option B	
Suwanna Riley	MNPS	Service Without Option	B	08/31/2024	Normal	
Treasa Brown	MNPS	Service Without Option	B	09/14/2024	Normal	
Tameka Burgess	Sheriff	P&F Service Pen Without Option	B	09/28/2024	Normal	
Kimetha Jones	Sheriff	P&F Service Pen Without Option	B	08/10/2024	Normal	
Samuel Boshra	Metro Action Commission	Service With Option	B	09/10/2024	Option B	
Paula Abbott	General Hospital	Service Without Option	B	08/31/2024	Normal	
Burnetta Fleming	MNPS	Service Without Option	B	08/24/2024	Normal	3
Sheila Anderson	MNPS	Service Without Option	B	09/20/2024	Normal	3
Joan Brown	MNPS	Service Without Option	B	05/24/2024	Normal	
Thomas Bayersdorfer	MNPS	Service Without Option	B	07/26/2024	Normal	
Brenda Womack	State Trial Courts	Service With Option	B	09/05/2024	Option B	
Jan Perkins	MNPS	Service Without Option	B	08/27/2024	Normal	
Virgil Booker	Metro Action Commission	Service With Option	B	09/06/2024	Option F	
Christopher Daley	Sheriff	P&F Service Pen With Option	B	09/14/2024	Option A	
Toni Wansley	Metro Action Commission	Service With Option	B	09/20/2024	Option E	2
James Nelson	Fire	P&F Service Pen With Option	B	09/22/2024	Option E	3
Russell Hite	Fire	Early Service With Option	B	09/29/2024	Option F	
Daniel Turner	State Trial Courts	P&F Service Pen With Option	B	08/31/2024	Option A	3
Tina McClain	Bordeaux Long Term Care	Service Without Option	B	09/01/2024	Normal	
Sandra Pope	Bordeaux Long Term Care	Service Without Option	B	10/01/2024	Normal	
Sabrina Allen	MNPS	Svr Ben - Death Of Active Ee	B	01/01/2024	Normal	
Donald Clark	General Sessions Court	Service With Option	B	10/01/2024	Option F	
Adel Barwari	MNPS	Service Without Option	B	01/01/2024	Normal	
Gladys Koumanelis	MNPS	Service Without Option	B	09/01/2024	Normal	
Ronald Kenney	Fire	P&F Service Pen With Option	B	10/01/2024	Option F	
Camille Horton	State Trial Courts	Service Without Option	B	01/02/2024	Normal	
Pamela Jennings	MNPS	Service Without Option	B	01/01/2024	Normal	
Yolanda Keefe	Sheriff	P&F Service Pen With Option	B	01/01/2024	Option F	
Angel Perez	Sheriff	Service Without Option	B	04/01/2024	Normal	

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	

QDRO – None to report

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

Survivor

Employee	Department	Survivor Name	Plan A/B	Effective Date
Michael Harvell	MNPS	Kaneshia Rhodes-Harvell	B	10/07/2024
Debra Goad	MNPS	Tabatha Vance	B	09/21/2024
Walter Cranford	Police	Doris Cranford	B	10/17/2024
William Douglass	General Hospital	Earline Douglass	B	10/10/2024
James Johnson	State Trial Courts	Joyce Johnson	B	10/07/2024
Carl Pope	General Hospital	Sandra Pope	B	09/26/2024
Raymond Patton	Sheriff	Gwendolyn Patton	A	09/19/2024
James Thompson	Farmer's Market	Carolyn Thompson	B	10/03/2024
Willie Anderson	Sheriff	Lisa Anderson	B	10/12/2024
Dwayne Ricketts	Office of Family Safety	Angela Ricketts	B	10/04/2024
Donald Hovdet	General Services	Jana Hovdet	B	09/22/2024
Phillip Belcher	Fire	Suzanne Belcher	B	09/27/2024
James Warren	Bordeaux Long Term Care	Tracy Warren	B	10/07/2024

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 was one public comment related to item 4.

Item 4 was taken out of order for discussion.

4. Request to study fertility benefits.

Christina Hickey reported to the Board that a Benefit Board member has requested that the Board study the addition of fertility benefits, specifically in vitro fertilization (IVF), to the self-insured medical plans at an upcoming study session. She stated the Board will need to decide if they would like to place this item on an upcoming study session agenda and if so, what information they would like to cover.

Jonathan Puckett moved to have this item discussed at an upcoming Study Session. Robert Weaver seconded, and the Board approved without objection.

***Denotes Christy Pruitt-Haynes leaving the meeting.

2. Death Audit and Address Verification Services request for proposals (RFP).

Christina Hickey reported to the Board that the Purchasing Division will update the Board on the status of the procurement process for the Death Audit and Address Verification Services RFP and award.

Dennis Rowland and Scott Ferguson, Purchasing, were present. Scott Ferguson reviewed the procurement process and award for these services. Mr. Ferguson stated the awardee for these services went to ABL Technologies.

After some discussion of the services that will be provided and costs, Jonathan Puckett moved for approval of the award. Tom Curtis seconded, and the Board approved without objection.

3. Cost of living adjustments for Division A and B pension plans.

Christina Hickey reported to the Board that the cost-of-living adjustments for Division A and B pension plans are offered in accordance with Metro Code Sections 3.08.170 and 3.08.171 and this adjustment is built into the Metro Code and cannot be adjusted without a change to the Code. She stated that as a result of the 2.441% increase in the Consumer Price Index, an increase of 2.50% under Division A (the percentage rounded to the nearest one-half percent and capped at 5.00% pursuant to Metro Code Section 3.08.171) should be granted to all retirees eligible to receive a cost-of-living increase beginning January 1, 2025. She also stated that eighty percent of the excess of 2.441% over 1.00% is 1.15%, so eligible retirees under Division B should receive a cost-of-living increase in January 2025 of 1.00% when rounded to the nearest one-half percent and capped at 4.00% pursuant to Code Section 3.08.171.

Joseph Meyers, Findley, was present for any questions.

Robert Weaver moved for approval of the cost-of-living adjustments for eligible retirees under Division A of 2.50% and 1.00% for eligible retirees under Division B beginning in January 1, 2025. Tom Curtis seconded, and the Board approved without objection.

5. Correspondence:

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

Items 5.-a. and 5.-b. were for information only.

6. Reports for your information:

- a. Return to work.
- b. Social Security approvals.
- c. Denial log from Davies.
- d. Benefit Board expense reports.
- e. Non-compliant disability pensioners.

Items 6.-a. through 6.-e. were for information only.

7. Late item(s):

There were no late items reported at the meeting.

There was some discussion regarding the Vanderbilt and Humana issues.

With nothing further presented, the meeting adjourned at 10:42 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board