



Pension Board
Regular Meeting
~ Minutes ~

1650 Huron St.
Knoxville, TN 37917
www.cokpension.org

Thursday, November 13, 2025

9:00 a.m.

Pension Board Conference Room

ORDER OF BUSINESS

1. CALL TO ORDER

Mayor Kincannon called to order the November 13, 2025 meeting of the City of Knoxville Pension Board at 8:58 a.m. in the Pension Board Conference Room.

2. ROLL CALL

Attendee Name	Title	Status	
Mayor Kincannon	Mayor	Present	
Linda Gay Blanc	Mayoral Appointment	Absent	
Robbie Corum	General Government Representative	Present	
Boyce Evans	Finance Director	Present	
Lynne Fugate	City Council Representative	Absent	
Bryan Gilbert	General Government Representative	Present	
James Kennedy	Police Representative	Present	
Jacob Mason	Fire Representative	Present	
Dennis Owen	Mayoral Appointment	Present	
Kathy Aslinger	Legal Counsel	Present	
Kristi Paczkowski	Executive Director	Present	

Others present: Brad Hampton – Marquette, Savannah Kirk – City Recorder's Office, Mr. Steve McKinney – newly elected Fire Seat B Board Member, Mr. Roger Byrd – Fire Department retired uniform member

3. APPROVAL OF REGULAR MEETING MINUTES FOR October 9, 2025.

Motion: Mr. Evans made a motion to approve the minutes of the October 9, 2025 meeting. Mr. Mason seconded the motion. The motion passed 7 – 0.

4. APPROVAL OF REVISED AGENDA – Exhibit 1

Motion: Mr. Owen made a motion to accept the Revised Agenda. Mr. Gilbert seconded the motion. The motion passed 7 – 0.

5. EXECUTIVE DIRECTOR COMMENTS

- Fire Uniformed and Gen. Gov't. Seat B Elections

Ms. Paczkowski updated the Board on the Fire Uniformed and General Government elections. Ballots have been returned and counted for the Fire Uniformed election. Steve McKinney was elected as the new Fire Seat B representative, and his term will begin January 1, 2026. The General Government ballots have been mailed and are due back on November 24th.

- Post Retirement Benefit Adjustment Resolution – Exhibit #2

Ms. Paczkowski reviewed with the Board the cost-of-living adjustments effective January 1, 2026.

Motion: Mr. Kennedy made a motion to approve the Post Retirement Benefit Adjustment Resolution as presented by the Executive Director. Mr. Evans seconded the motion. The motion passed 7 – 0.

- Proposed Meeting Schedule for 2026 – Exhibit #3

Ms. Paczkowski instructed the Board members to take the proposed schedule and review their calendars so that any suggested changes to the schedule can be made at the December meeting.

6. CONTRACTS: None

7. ENROLLMENTS

The following employees have filed applications to become members of the Plan HG or HU pension system:

Joshua Anderson – HG	Alexandra Earls – HG
Sean Anderson – HU	Shane Ervin – HG
Erickson Arriola Mejia – HG	Jason Galloway – HU
Joseph Beaman – HU	Jeremiah Haight – HG
Hunter Bleving – HG	Andrew Henry – HG
Perry Braden – HU	Shawn Herb – HG
Kyle Breeden – HU	Gregory Jones – HG
Benjamin Collins – HU	Dakota Langston – HU
Freddy Manis – HG	Ian Smith – HU
Chloe McCarthy – HG	Adam Stohlman – HG
Fredrick McCurdy – HU	Roy G. Strevel – HG
Isaiah Miller-Anglin – HU	Brandon Sullivan – HU
Kyle Monnin – HU	Vivianna Veloz – HG
Quineka Moten – HG	Leslie Walters – HG
Colston Oldham – HU	Ashton Ward – HU
Henry Proulx – HG	Leyton Weth – HU
Emilio Reina – HU	Brian Williams – HU
Brookelyn Santos-Silva – HG	Terry Wright – HG
Reece York – HU	McLane Zaitz – HU

Motion: Mr. Kennedy made a motion to approve these applications for enrollment in Plan HG or HU of the pension system. Mr. Owen seconded the motion. The motion passed 7 – 0.

8. WITHDRAWALS

The following employees have filed applications to withdraw employee pension contributions plus interest in each participant's respective plan.

James Fine – HG, non-vested
Joshua Jenkins – HG, non-vested
Skyler Johnston – HG, non-vested
Jacob Mays – HG, non-vested
Joshua Tarver – HG, non-vested
Chris Talerico – HU, non-vested
Geoffrey Taylor – HU, non-vested

Motion: Mr. Kennedy made a motion to approve these applications for withdrawal of employee contributions. Mr. Owen seconded the motion. The motion passed 7 – 0.

**9. APPLICATION FOR NORMAL RETIREMENT: PLAN C
CHARTER SECTION 1390.6**

Robby D. Copas, Fire Dept. – Uniformed
56 Years of age
Total Credited Service: 28.32672
\$5,693.95 pension effective November 1, 2025

Option A-4
50% without reinstatement

Motion: Mr. Kennedy made a motion to approve this application for Normal Retirement. Mr. Mason seconded the motion. The motion passed 7 – 0.

Samuel P. Shaffer Police Dept. – Uniformed
50 Years of age
Total Credited Service: 29.46872
\$6,870.66 pension effective November 1, 2025

Option A-5
75% without reinstatement

Motion: Mr. Kennedy made a motion to approve this application for Normal Retirement. Mr. Mason seconded the motion. The motion passed 7 – 0.

**10. APPLICATION FOR SURVIVOR'S BENEFIT: PLAN C
CHARTER SECTION 1390.14**

Angela B. Gwathney, survivor of Gordon E. Gwathney,
who died in service October 26, 2025
The following are Mr. Gwathney's statistics:
57 years of age
Total Credited Service: 28.82123
\$5,569.30 pension effective November 1, 2025

Option A-6
100% without reinstatement

Motion: Mr. Kennedy made a motion to approve this application for Survivor's Benefit. Mr. Corum seconded the motion. The motion passed 7 – 0.

**11. APPLICATION FOR INJURY IN LINE OF DUTY: PLAN HU – see attachments
CHARTER SECTION 1381.4(B)**

Deanna P. Rickerman, Police Dept. – Uniformed
28 years of age
Total credited service: 4.2297
\$1,609.39 pension effective December 1, 2025

Option A-9
100% with reinstatement

Motion: Mr. Kennedy made a motion to deny a Disability in Line of Duty benefit because the Board was not convinced from the evidence submitted that Ms. Rickerman's injuries from the 2018 car accident resulted in her inability to perform her duties as a police officer. Mr. Evans seconded the motion. The motion passed 7 – 0.

**12. APPLICATION FOR QDRO BENEFIT: PLAN G2
CHARTER SECTION 1356**

Dawn Gerlach, Alternate Payee of Peter Gerlach
\$1,132.41 benefit effective November 1, 2025

N/A

Motion: Mr. Corum made a motion to approve this application for QDRO benefit. Mr. Gilbert seconded the motion. The motion passed 7 – 0.

13. APPROVAL OF INVOICES FOR PROFESSIONAL SERVICES

	Amount
Acadian Asset Management – Investment Management Fee Q3 2025	84,519
Eagle Capital Management – Investment Management Fee Q3 2025	139,647
Income Research + Management – Investment Management Fee Q3 2025	48,279
Kennerly Montgomery – October Legal Services	4,399
Ninety-One North America – Investment Management Fee Q3 2025	34,981
Pinnacle Associates – Investment Management Fee Q3 2025	44,365
Schroders Investment Management – Investment Management Fee Q3 2025	46,148
USI Consulting Group – September Actuarial Services	12,793
William Blair – Investment Management Fee Q3 2025	<u>37,067</u>
	452,198

Ms. Paczkowski, Executive Director, has reviewed the bills and certifies that they are consistent with services provided and are within the budgeted figures of the system's financial plan.

Motion: Mr. Evans made a motion to pay the invoices as presented. Mr. Owen seconded the motion. The motion passed 7 – 0.

14. INVESTMENT MATTERS

- Marquette Representatives – Brad Hampton

3rd Quarter 2025 Performance Report

Mr. Hampton made a presentation of the 3rd Quarter 2025 Performance Report. Copies of the report are on file in the Pension Office.

15. OTHER: None

16. PUBLIC COMMENTS: None

17. ATTORNEY COMMENTS

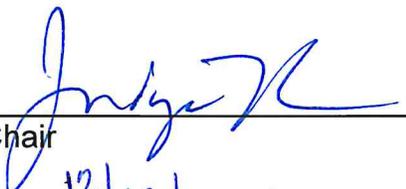
Ms. Aslinger informed the Board that the Tennessee Supreme Court recently released its decision in *Long v. Chattanooga Fire and Police Pension Fund*, in which a Chattanooga firefighter challenged the Board's denial of in-line-of-duty disability pension benefits related to a PTSD claim. The trial court overturned the decision of the Chattanooga Pension Fund's Board of Trustees, concluding that the Board's decision was arbitrary and capricious, and the Court of Appeals agreed. The Supreme Court reversed, reinstating the decision of the Board denying disability benefits. The Court determined that the language of the Board's policy, which required the disability to be the direct result of one or more traumatic events that are "unexpected," was not ambiguous and therefore the liberal construction doctrine, which construes the language in favor of the employee, was inapplicable. It applied the Uniform Administrative Procedures Act's narrow abuse of discretion standard to the Board's decision to determine that the Board did not abuse its discretion in denying the disability. Specifically, the Court concluded that the decision was not arbitrary and capricious and was supported by substantial and material evidence because the evidence considered by the Board established that the events experienced by the firefighter were not "unexpected" within the normal course of duties of a firefighter. Additionally, the Court clarified that a contested case hearing is not required in a pension disability determination by a municipal pension board.

Mayor Kincannon made a motion to go into Executive Session to ask questions of legal counsel. Mr. Evans seconded the motion. The motion passed 7 – 0, and Mayor Kincannon called the meeting in to Executive Session at 10:12 a.m.

Mayor Kincannon called the meeting back in to order at 10:26 a.m.

18. ADJOURNMENT

There being no further business, the meeting was adjourned by Mayor Kincannon at 10:26 a.m.



Chair
12/12/2025

Date

NOTICE: The next Pension Board Meeting is on Thursday, December 11, 2025.