

MINUTES
METROPOLITAN EMPLOYEE BENEFIT BOARD
PAYROLL DEDUCTION COMMITTEE

June 9, 2025

The Metropolitan Employee Benefit Board's Payroll Deduction Committee met on Monday, June 9, 2025 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, TN at approximately 9:36 a.m.

Committee Members present: Chair: Harold Finch; Vice-Chair: Shannon Hall; Members: B.R. Hall, Sr. Alternate(s): Christy Pruitt-Haynes.

Committee Member G. Thomas Curtis was unable to be present.

Board Members present: Edna J. Jones.

Others present: Christina Hickey, Metro Human Resources and Courtney Mohan, Metro Legal Department.

Christina Hickey opened the floor to nominations for Committee Chair and Vice-Chair.

B.R. Hall nominated Harold Finch for Committee Chair. Shannon Hall seconded. A vote was taken on the nomination for Committee Chair and was approved without objection.

B.R. Hall nominated Shannon Hall for Committee Vice-Chair. Harold Finch seconded. A vote was taken on the nomination for Committee Vice-Chair and was approved without objection.

The Human Resources staff submitted the following for the Committee's consideration and appropriate action:

Items pending before the Committee are as follows:

1. Public Comment Period

A maximum of five (5) 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 beginning of the meeting.

There were no public comments.

2. Urgent appeal for reinstatement of health insurance coverage – Fadumo S. Ibrahim.

Christina Hickey reported to the Committee that pensioner Ms. Fadumo Ibrahim sent a written request dated April 24, 2025, to the Central Human Resources – Benefits Division to request the reinstatement of her health insurance coverage which Ms. Ibrahim claimed was terminated in error. She stated that according to Metro records, Ms. Ibrahim participates in the Direct Pay health insurance program available for certain retired Metro employees. This program is a collaborative effort between the Benefits Division of Metro Central Human Resources department, Metro Finance Department, and iTedium – a third-party benefits administration company (collectively "Metro").

She stated that according to Metro's records, Ms. Ibrahim missed payments from October 2024 – April 2025 amounting to \$117.70, including a bank NSF fee of \$30, and did not respond to several letters requesting payment. She stated suspension letters were sent to Ms. Ibrahim's address on file consistent with Metro policy and no responses were received.

Ms. Hickey stated that based on Metro's review of all relevant information\documentation, Metro believes that Ms. Ibrahim's coverage was terminated for cause, and it is up to the Board to make a final determination to reinstate coverage. Without additional evidence from Ms. Fadumo, there is nothing from our review to suggest that the cancellation was due to procedural error(s).

The pensioner and her spouse were present.

Kevin Brown and Innocent Dargbey, Finance, were present to answer any questions regarding the timeline.

The pensioner addressed the Committee. She stated that she was out of the country and before she left, she gave iTedium everything they needed to take it out of her account.

The Committee reviewed the materials presented and the issues with paying the premiums even when the pensioner was not traveling abroad. There was discussion of what the policy states regarding being reinstated, (proof of being incapacitated at the time).

There was some discussion regarding proof of travel not being an exception under the policy and the ability to make payments online wherever you are in the world and a pattern of not making payments.

There was some discussion of how to consider her travel as it relates to this situation.

Courtney Mohan, Legal Department, stated that the policy only allows for either the policy was not followed or the pensioner was incapacitated. She stated that if you read one and two together it could be up to the Board to interpret that she made the first two regular premiums and if there was proof that attempts were made and she thought they were being remitted that could be considered.

There was some discussion of the payments that were deducted, the times they were not remitted and some that were returned.

Her husband addressed the Committee regarding coming off of his spouse's insurance and setting up the payments.

Innocent Darby reviewed the payment history and correspondence from iTedium.

There was also discussion of her bank statements not showing any current payments, the bank not honoring some of the payments or there were stop payments on the account.

It was also noted that the record contains statements from two different accounts, and the pensioner was advised that if there is any other information to support payments being made for her to provide them.

Shannon Hall moved to uphold the denial as stated under the Board's policy and if additional information is received on or before the July Board meeting from her bank that demonstrates attempts that could be considered by the full Board. B.R. Hall seconded.

There was some discussion of when the pensioner will start to receive pension payments going forward from the termination date.

A vote was taken on the motion to uphold the denial as stated under the Board's policy and if additional information is received on or before the July Board meeting from her bank that demonstrates attempts that could be considered by the full Board and the Committee approved without objection.

With nothing further presented, the meeting adjourned at 10:41a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Harold W. Finch, II, Chair
Pension Committee