

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

MEDICAL & LIFE COMMITTEE

October 23, 2025

The Metropolitan Employee Benefit Board's Medical & Life Committee met on Thursday, October 23, 2025, in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, TN at approximately 9:41 a.m.

Committee Members present: Vice-Chair: Christy Pruitt-Haynes: Members: B.R. Hall, Sr., Shannon Hall and Robert Weaver. Alternate(s): Edna J. Jones.

Chair Harold W. Finch, II and Member G. Thomas Curtis were unable to be present.

Board Member Jonathan Puckett was present.

Others present: Christina Hickey, Metro Human Resources and Nicki Eke, Metro Legal Department.

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

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. Self-insured Cigna HRA plan appeal - Dependent of employee from MNPS.

Christina Hickey reported to the Committee that a dependent of an employee from MNPS, who is participating in the self-insured Cigna HRA plan, was denied coverage of the surgical correction of tuberous breast deformity. She stated that previously, this request and grievance for this coverage was denied and the dependent is appealing the Cigna HRA plan denial and has supplied documentation on their appeal. Cigna has also supplied documentation on the denial.

Paul Huffman, Cigna, was present.

The dependent was present.

Paul Huffman reviewed the coverage policy and stated that it was denied, however in some cases it is considered as medical necessity and that has not been established in this case.

The dependent addressed the Committee regarding her appeal. She stated that her condition falls into a gray area as she has not been diagnosed with a condition that would warrant the procedure.

There was some discussion regarding the provisions of the plan, meeting the criteria for the procedure, there being no medical issue or condition that would meet the criteria for this procedure and how often this procedure is used for other conditions.

The dependent addressed the Committee regarding her struggles with finding undergarments that fit, her discomfort and pain.

There was discussion regarding the medical record and that there is a congenial deformity, however there is no medical to support the procedure and setting a precedent for other conditions where there is no medical qualifier.

2. Self-insured Cigna HRA plan appeal - Dependent of employee from MNPS. (continued)

After some discussion of deferring this item in order to obtain additional medical information that would be a qualifier for the procedure, Shannon Hall moved to defer this item pending additional medical information. Robert Weaver seconded, and the Committee approved without objection.

3. Self-insured Cigna PPO plan appeal - Dependent of Employee from the Fire Department.

Christina Hickey reported to the Committee that a dependent of an employee from the Fire Department, who is participating in the self-insured Cigna PPO plan is appealing coverage of surgical decompression (CPT Codes 21499, 37799, 64999, 64716, 64864). She stated that previously this request and grievance for this coverage was denied and the dependent is appealing the Cigna PPO plan denial and has supplied documentation on their appeal. Cigna has also supplied documentation on the denial.

Paul Huffman, Cigna, was present.

The dependent was present.

Paul Huffman reviewed the coverage policy and stated that this procedure is considered experimental, investigational and not medically necessary.

The dependent addressed the Committee regarding her condition, treatments, the current effects it has on her and future illnesses.

After some discussion of the unique and compounding factors of this particular case, Shannon Hall moved to overturn the denial and approve coverage for this procedure. Robert Weaver seconded.

The Committee discussed the coding used for the procedure, the last time this procedure was reviewed and the process for that.

Shannon Hall amended the motion to clarify this procedure will be covered but include non-traditional professional services that would not be customarily billed as part of that service would not be necessarily covered and we ask that the patient and Cigna or their providers make sure they are not submitting those for billed charges.

A vote was taken on the motion to overturn the denial and approve coverage for this procedure and the Committee approved without objection.

With nothing further presented, the meeting adjourned at 10:28 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Christy Pruitt-Haynes, Vice-Chair
Medical & Life Committee