# MINUTES

# METROPOLITAN EMPLOYEE BENEFIT BOARD

# STUDY & FORMULATING COMMITTEE

# April 13, 2026

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Monday, April 13, 2026, at 9:30 a.m. in the Sonny West Conference Room at 700 President Ronald Reagan Way Nashville, Tennessee.

Committee Members present: Chair: Glenn Farner; Vice-Chair: Margaret O. Darby; Members: Lesley Farmer, Gary Moore and John C. Tishler.

Benefit Board Members present: Jonathan Puckett

Other(s) present: Christina Hickey, Metro Human Resources, and Nicki Eke, Metro Legal Department.

Christina Hickey called the meeting to order and asked the Committee members to introduce themselves.

## BENEFIT BOARD ITEMS

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.

Christina Hickey noted that there were four individuals who signed up for public comments, however, she stated that they will be amending the public comments section up to 10 individuals with a maximum of two minutes per person.

Benefit Board Chair Jonathan Puckett welcomed the Committee and thanked the members for their time.

Frankie Churchwell brought up the issue that Parks & Recreation employees should be considered a part of the police and fire pension plans due to the nature of their work.

Byron Grizzle, Sheriff's Office, brought up the issue of how part-time employees are defined by Code and in the Civil Service rules and expanding the definition of safety to permit employees to retain that.

Mark Young suggested that the Committee meet with the union representatives.

2. Welcome & introductions by HR Director.

Christina Hickey introduced Shannon Hall, Human Resources Director for the staff introductions.

Shannon Hall welcomed and thanked the Committee members for serving. Ms. Hall introduced the HR support staff, legal department staff, consultants (Deloitte) and actuary (USI).

Shannon Hall addressed the Committee regarding administrative assistance and consulting services and informed the Committee that Christina Hickey will coordinate the meetings and be the point of contact for information requests from both the HR Department and our contracted consultants and actuary.

2. Welcome & introductions by HR Director. (continued)

There was some discussion of the public comment period being state law and setting parameters on items that are suggested for study. There was also some discussion of the Committee's term and deadlines.

3. Overview of Study and Formulating Committee roles and responsibilities.

Nicki Eke, Legal Department, stated that this Committee is established in accordance with the Metro Charter. She stated the role of the Committee is to study benefits and related matters in connection with the Metro benefit system. She stated that within one year of its appointment, unless that time is extended by the Metro Council the Committee is required to submit to the Employee Benefit Board, such amendments to benefits as the study may indicate are necessary. She also stated that as a public body the Tennessee Open Meetings Act applies to this Committee and all business must be conducted in a noticed public meeting. Ms. Eke also stated that the Committee may employ the services of the consultants (Deloitte) and actuary (USI), as necessary within the appropriation.

Items 4 and 5 were combined.

4. Benefits overview & 5. Deloitte and USI introductions.

Angela Watts and Kelley Lewis, Deloitte, were present.

Angela Watts gave an overview of the services provided to Metro and discussed the recent workforce survey regarding benefits and getting the survey and the results for the next meeting and information on the public sector plans and Metro's plans.

Kelley Lewis gave a brief overview of Metro's core and optional benefits and the associated costs by Metro and employees. She also reviewed the basic life, supplemental, and dependent life insurance, the medical plans for employees and retirees, Medicare and the tier structure.

Kevin Sullivan, Lauren Chrisman, and Joseph Meyers, USI, gave an overview of the firm and services provided to Metro.

6. Election of Chair and Vice-Chair.

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

Gary Moore nominated Glenn Farner for Committee Chair. Margaret Darby seconded and the Committee approved without objection.

Glenn Farner nominated Margaret Darby for Committee Vice-Chair. Gary Moore seconded and the Committee approved without objection.

7. Discussion and scheduling of future Committee Meetings.

Christina Hickey stated that it is the intent to have the Committee meet at least once a month and to notify staff of any conflicts She also noted that the current meeting room is very popular and at times there may be a location change.

There was some discussion that only items under the jurisdiction of the Benefit Board will be discussed and that items like family medical leave are outside of the Committee's role.

With nothing further presented, the meeting adjourned at approximately 10:30 a.m.

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| ATTEST: | APPROVED: |
| ___________________________ | ___________________________ |
| ***Shannon Hall, Director*** | ***Glenn Farner, Chair*** |
| ***Human Resources*** | ***Study & Formulating Committee*** |