

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

MEDICAL & LIFE COMMITTEE

June 16, 2026

The Metropolitan Employee Benefit Board's Medical & Life Committee met on Tuesday, June 16, 2026, in the Sonny West Conference Room, 700 President Ronald Reagan Way, Nashville, TN immediately following the Study Session that began at approximately 9:30 a.m.

Committee Members present: Chair Harold W. Finch, II; Vice-Chair: G. Thomas Curtis; Members: B.R. Hall, Sr., Bradley Pinson and Robert Weaver. Alternate(s): Shannon Hall and Jonathan Puckett.

Others present: Christina Hickey, Metro Human Resources and Courtney Mohan, 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. Election of Committee Vice Chair.

Christina Hickey reviewed the procedures as recommended by the Department of Law to conduct the election of Vice-Chair for the remainder of 2026 and opened the floor to nominations.

Bradley Pinson nominated Tom Curtis for Vice-Chair for the remainder of 2026. Harold Finch seconded and the Board approved without objection.

3. Medical plan/Medicare enrollment appeal - Pensioner from Fire Department.

Christina Hickey reported to the Committee that a pensioner from the Fire Department that is enrolled in the self-insured Cigna HRA plan is appealing his medical plan/Medicare enrollment. She stated that the pensioner is required to pay the Medicare Part B premium and the HRA family premium. She stated that the pensioner turned 65 in January 2026 and was required to enroll in Medicare Parts A&B in accordance with the Board approved policy. Ms. Hickey stated that the pensioner is Medicare eligible, however, he has a spouse and two children on the medical plan who are not Medicare eligible and we are unable to move him to a Medicare Advantage plan and he will have to continue under the family coverage tier of the Cigna medical plan if he wants to continue coverage for his non Medicare eligible dependents. She stated the pensioner is appealing his requirement to pay the Part B premium and not get a reduced HRA premium.

The pensioner was present.

Dylan Lynch and Justin Stack, Human Resources, were present.

The pensioner addressed the Committee regarding carrying the cost of two premiums.

Justin Stack reported to the Committee that he does have a spouse and two children under the age of 26 that are not Medicare eligible and he was required to enroll in Parts A&B when he became eligible. He stated that in the way the plan is set up there are steps in place to help reduce that cost.

3. Medical plan/Medicare enrollment appeal - Pensioner from Fire Department.

There was some discussion regarding the coverages he is receiving, the plan design and reevaluating what plan they should be enrolled in.

The pensioner's spouse addressed the Committee regarding their sons claims and what is covered and what is not covered.

After some discussion of possibly creating another tier for those in this type of situation, Shannon Hall moved to deny the members request per Metro's Code, plan document and policy. Bradley Pinson seconded and the Committee approved without objection.

With nothing further presented, the meeting adjourned at 10:47 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Harold W. Finch, II, Chair
Medical & Life Committee