

MINUTES
METROPOLITAN EMPLOYEE BENEFIT BOARD
STUDY & FORMULATING COMMITTEE

May 28, 2026

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Thursday, May 28, 2026, at 9:11 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 member B.R. Hall was present.

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

Committee Chair Glenn Farner informed the Committee and the audience that all meetings will begin at 9:00 a.m.

Committee Chair Glenn Farner stated that the first order of business is approval of the minutes from the May 4, 2026 Study and Formulating Committee meeting. With no corrections, Margaret Darby moved for approval of the minutes. Lesley Farmer seconded and the minutes were approved without objection.

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 (10) 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. Office of Emergency Management, (OEM) - Request to study including OEM 24/7 emergency personnel in the Fire/Police Public Safety Pension Fund.

Chief William Swann, and an employee of the Office of Emergency Management, were present. Chief Swann addressed the Committee regarding the inclusion of OEM 24/7 emergency staff in the Fire & Police pension safety fund. He described the duties of the OEM personnel, exposures, and reviewed a role analysis that shows alignment with Fire and Police duties. He also reviewed some peer cities where OEM employees are considered public safety.

There was some discussion of the number of employees that would be affected and the cost to include those 18 employees in the Fire and Police pension plan and if this has been asked for previously.

There was further discussion of the duties of OEM employees, an actuarial report to see the effect it would have on the pension fund over time, further information on peer cities OEM's when it relates to the pension plan, job descriptions and the promotional process within OEM.

Margaret Darby moved to request an actuarial study to see the effect it would have on the pension fund and a deeper review of peer cities OEM's when it relates to the pension plan. Lesley Farmer seconded and the Committee approved without objection.

At this time item 4 was taken out of order.

4. Retiree Life Insurance & Cost of Living Adjustment (COLA) - Council Member Suara - Request to examine retiree life insurance coverage and COLA benefit structures.

*Denotes Glenn Farner leaving the meeting and Margaret Darby took over as Vice-Chair.

Council Member Suara addressed the Committee regarding retiree's benefits. She asked that the Committee study increasing the life insurance from \$10,000 to \$20,000, review the differences in the COLA calculations for Division A and B and compounding the COLA.

3. Davidson County Sheriff's Office (DCSO) - Request to include additional DCSO public safety chain of command.

Sheriff Daron Hall, Sheriff's Office, addressed the Committee regarding including those that do public safety functions but technically are no longer qualified by definition due to promotion. Sheriff Hall stated that there are about 40 employees that are in the chain of command that fall in this situation.

There was some discussion of defining this group of employees and employees not wanting to take certain positions because they will lose the public safety pension.

Gary Moore moved that the Committee study this and have the actuary look at the number of employees that are currently involved and ones that may be in the future. John Tishler seconded and the Committee approved without objection.

4. Cost of Living Adjustment (COLA) - Union Representative – Request to examine COLA benefits as presented by union representation.

Addis Kendall, Union representative and B.R. Hall, Benefit Board member, were present and addressed the Committee regarding retiree benefits (same request as item 4).

Addis Kendall reviewed scenarios regarding calculation of the pension benefits and using a compounding method for the COLA.

After some discussion of why there are these differences, Gary Moore moved to study the issues brought to the Committee today regarding retiree benefits. John Tishler seconded and the Committee approved without objection.

With nothing further presented, the meeting adjourned at approximately 9:59 a.m.

ATTEST:

APPROVED:

Shannon Hall, Director
Human Resources

Glenn Farner, Chair
Study & Formulating Committee