MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

May 4, 2026

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Monday, May 4, 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, and Gary Moore.

Member John C. Tishler was unable to be present.

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

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.

There were no public comments.

2. Workforce Insight Survey assessment.

Angela Watts, and Kelley Lewis, Deloitte, were present.

Committee Chair Glenn Farner stated that the first order of business is approval of the minutes from the April 13, 2026 Study and Formulating Committee meeting. With no corrections, Gary Moore moved for approval of the minutes. Margaret Darby seconded and the minutes were approved without objection.

Angela Watts reviewed the summary results of the workforce insight surveys from August 2025 and October of 2026 with the Committee. She stated that two different surveys were conducted and the first one focused on the concerns of Metro employees and the second was related to program design and benefits that are most valued by Metro employees. She also reviewed the response rates of the surveys and the top concerns from survey one, (ability to retire, financial well-being, physical fitness and healthy living, safety and job security) and from survey two, (pension plan, medical benefits, retiree life insurance, longevity pay and career growth and advancement).

Angela Watts reviewed the data results of surveys one and two and the top concerns. She also reviewed the participation in the surveys by departments.

Kelley Lewis reviewed the second survey and the programs where there are considered to be the most gaps. She stated that based on the results from the second survey the pension plan, medical benefits, retiree life insurance, longevity pay and career growth and advancement have the biggest gaps.

She stated that on both surveys they suggested additional plan enhancements and noted that retirees were not included in the survey.

3. Request to study benefit items.

Christina Hickey noted that the Committee is in receipt of a memo from the Mayor's Office requesting to study benefits.

Jenneen Reed, Director of Finance, and Kristin Wilson, Mayor's Office were present.

Jenneen Reed addressed the Committee regarding the budget for the upcoming fiscal year, Metro's revenue and asked the Committee to review pension benefits, medical care, insurance benefits and the safety and injury on duty processes and practices.

There was some discussion of the pension fund being fully funded and if there is a dedicated amount that goes towards injury on duty,

Kristin Wilson, Mayor's Office, addressed the Committee regarding the operational, employment needs and ensuring the overall longevity and sustainability of benefits for the employees of the city.

There was some discussion of the OPEB liability, the difference between the liabilities under the pension versus medical plans and the possibility of doing a survey for retirees.

There was some discussion regarding an issue with Vanderbilt after the switch to the Medicare Advantage plan which was a contract issue with Vanderbilt that was successfully resolved. It was also noted that Metro took an extra step and added another Medicare Advantage plan in the event there are any further network challenges.

There was also some discussion regarding how the networks are chosen, the request for proposal process, how often they go out for bid, in network versus of out of network cost and the provisions of the Medicare plans.

The Committee discussed obtaining cost information from peer cities, plan designs and plan changes and what other costs look like.

4. Next steps/discussion.

Christina Hickey informed the Committee that the next agenda will consist of requests of items for the Committee to study.

With nothing further presented, the meeting adjourned at approximately 10:25 a.m.

ATTEST:

APPROVED:

Shannon Hall, Director
Human Resources

Glenn Farner, Chair
Study & Formulating Committee