MINUTES

SPECIAL CALLED MEETING

METROPOLITAN EMPLOYEE BENEFIT BOARD

July 21, 2026

The Metropolitan Employee Benefit Board met for a Special Called meeting on Tuesday, July 21, 2026 in the Sonny West Conference Room, Howard Office Building, 700 President Ronald Reagan Way, Nashville, Tennessee, at approximately 9:44 a.m.

Benefit Board members: Chair: Jonathan Puckett; Vice Chair: Shannon Hall; Members: Allison Cantway, Harold W. Finch, II, B.R. Hall, Sr., Bradley Pinson, Jenneen Reed and Robert Weaver.

Member G. Thomas Curtis was unable to be present.

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

A. APPEAL ANNOUNCEMENT:

Christina Hickey announced the process and timeframe for appealing a decision made by the Board.

BENEFIT BOARD ITEMS

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

1. Public Comment Period.

A maximum of 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. Medicare Advantage plan rates for 2027 and possible plan design changes.

Christina Hickey stated the 2027 Medicare Advantage plan rates for UnitedHealthcare (UHC) and Humana will be presented by USI for the Board's consideration and approval. These rates will become effective January 1, 2027.

Lauren Chrisman, USI, and Kelley Lewis, Deloitte, were present.

Lauren Chrisman gave an overview of both Medicare Advantage plans, the decoupling and the rate increases for 2027. She also reviewed the savings by decoupling.

Lauren Chrisman reviewed current participation in the plans, the rates, (Humana 13.4% and UHC decreased 8.4), how the rate is calculated, and the rate history. She also reviewed some plan design considerations for 2027.

There was some discussion of the major network disruption and having another option due to that, retirees migrating from one plan to the other, how future pricing could possibly look and an update on migration.

Jenneen Reed moved that there be no plan design changes and continue with the decoupling voted on at the last meeting. Robert Weaver seconded and the Board approved without objection.

With nothing further presented, the meeting adjourned at 10:42 a.m.

ATTEST:

Shannon B. Hall, Director
Human Resources

APPROVED:

Jonathan Puckett, Chair
Employee Benefit Board