

MINUTES
METROPOLITAN EMPLOYEE BENEFIT BOARD
STUDY & FORMULATING COMMITTEE

July 27, 2026

The Metropolitan Employee Benefit Board's Study & Formulating Committee met on Monday, July 27, 2026, at 9:00 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.

Benefit Board member Jonathan Puckett.

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

Committee Chair Glenn Farner stated that the first order of business is approval of the minutes from the June 30, 2026 Study and Formulating Committee meeting. With no corrections, Gary Moore moved for approval of the minutes from the June 30, 2026 meeting. 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. PPO out-of-pocket maximum.
3. Medical plan maximums, deductibles, and co-pays similar to peers.
4. Lower cost medical option.

Angela Watts and Kelley Lewis, Deloitte, were present.

Lauren Chrisman, USI, was present.

Angela Watts gave a recap from the June 30th meeting of the three items that were presented for review.

Lauren Chrisman reviewed the 2027 PPO plan monthly costs for single and family coverage and a lower cost plan option.

It was also noted that if changes are made to the current plans they will no longer be grandfathered, and any new plans would not be grandfathered.

There was some discussion of the Committee's ability to make interim recommendations.

The Committee discussed creating a third lower cost plan without making changes to the current plans, the out of pocket maximum, updating the Code language if a lower cost plan is recommended and having Legal suggest language for that.

With nothing further presented, the meeting adjourned at approximately 10:04 a.m.

ATTEST:

APPROVED:

***Shannon Hall, Director
Human Resources***

***Glenn Farner, Chair
Study & Formulating Committee***