

MINUTES

SPECIAL CALLED MEETING

METROPOLITAN EMPLOYEE BENEFIT BOARD

May 18, 2021

The Metropolitan Employee Benefit Board met in a Special Called session on Tuesday, May 18, 2021 in the Sonny West Conference Room, Howard Office Building, 700 2nd Avenue North, Nashville, Tennessee, at approximately 10:15 a.m.

Benefit Board members: Chair: Edna J. Jones; Vice Chair: Christine Bradley; Members: Stephanie Bailey, **Kevin Crumbo, *G. Thomas Curtis, Harold W. Finch, II, B.R. Hall, Sr., Shannon B. Hall, ***Jeremy Moseley, and Stacey Rucker.

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

BENEFIT BOARD ITEMS

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

1. Department of Emergency Communications, (DEC), recommendation by the Study & Formulating Committee.

Christina Hickey reported to the Board that this item picks up from the last Special Called meeting. She stated that there were several questions asked by Board members that prompted a continuation of this topic. She stated that one of the questions asked was about the history of any lawsuits regarding this item, to which Nicki Eke, Legal Department has provided some information regarding that. Ms. Hickey also stated another question was in regards to if other municipalities are doing the same thing to which Stephen Martini, DEC has provided some information. She also stated another question was if this issue has been brought up in the past and if so, why did it not pass. Ms. Hickey stated that in 2006 the Study & Formulating Committee did have an area to issue benefits to E-911 staff and jail staff who have direct contact with inmates to be put in the Police & Fire pension plan. She also noted that in 2001 it was Correctional Officers that were added and in 2006 it was Civil Warrant Officers and jail staff and no action was taken on the E-911 staff, as they are in a call center environment.

Chair Edna Jones stated that this will require a vote, however, it will be deferred to the June meeting for an actual vote to allow the Board time to review the information thoroughly.

Kevin Sullivan, Findley, reviewed the proposed plan change. He reviewed the positions to be included, which would include all past/future service.

It was clarified that this would not apply to those already retired and terminated/vested members.

There was some discussion of the groups to be included and split service.

Kevin Sullivan reviewed the differences between the General Government and Police & Fire pension and assumptions, statistics on the group to be covered and the estimated retirement ages. He also reviewed the increase in plan liability would be \$10.8 million, which is a revised number from what was originally presented to the Study & Formulating Committee and the impact on the recommended contribution rate.

There was some discussion of the information provided by Stephen Martini, (DEC), regarding what other cities are doing.

There was some discussion of a class action lawsuit that was filed after the Faust case.

Nicki Eke, Legal Department, reviewed the basis of the Faust lawsuit with the Board.

Stephen Martini, DEC Director, addressed the Board regarding working at DEC, current staffing and the information presented regarding the Wyoming retirement system.

*Denotes G. Thomas Curtis leaving the meeting.

There was discussion on the current funding of the plan and if this is done how will it affect the plan going forward.

There was some discussion of turnover within the department and the cost to train new employees.

There was some discussion of what was expected when the department changed/merged, turnover and how this change will affect turnover.

Councilwoman, Sharon Hurt, addressed the Board regarding this change.

After some discussion of a resolution previously submitted on this item and the appropriate avenue for this request it was noted that deferring this item to the June Board meeting is a good idea and there was a request for a legal opinion that the Board does have the authority to bring this to the Council.

B.R. Hall moved to defer this item to the June meeting. Kevin Crumbo seconded, and the Board approved without objection.

**Denotes Kevin Crumbo leaving the meeting.

A representative from Service Employees International Union, (SEIU), was present and addressed the Board regarding this change.

Sabrina Jackson and Alisa Utley-Franklin, employees from DEC addressed the Board regarding their career with the department, job duties, managing the calls and stressors of the job.

***Denotes Jeremy Moseley leaving the meeting.

2. Future healthcare strategy - addition of third low cost healthcare plan.

Christina Hickey stated that this item has been discussed at previous meetings as this is something that came up in the surveys.

Shannon Hall stated that the Board is still unsure about evaluating a lower cost plan and needs more time to study this. She stated that staff will be putting some questions into the medical plan request for proposal to get some feedback in case the Board would like to do so or modify the current plan design.

With nothing further presented, the meeting adjourned at 11:37 a.m.

ATTEST:

APPROVED:

Shannon B. Hall, Director
Human Resources

Edna J. Jones, Chair
Employee Benefit Board