

MINUTES

METROPOLITAN EMPLOYEE BENEFIT BOARD

STUDY & FORMULATING COMMITTEE

September 11, 2020

The Study & Formulating Committee met on Friday, September 11, 2020 at approximately 2:04 p.m. via teleconference and was broadcast through the Metro Nashville Network, (MNN), on Nashville's Comcast Channel 3, AT&T UVerse Channel 99 and on the MNN Live Stream.

Committee Members present: Nick Brassell, Richard Chapman, Trish Holliday, Cleophis D. Rucker and Kim Stagg.

Benefit Board Members present: Shannon B. Hall

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

Christina Hickey called the meeting to order and stated that the first order of business will be to agree that under the Governor's Executive Order #16 extended by Executive Orders #34 and #51 that the meeting agenda constitutes essential business of this Committee and meeting electronically is necessary to protect the health, safety and welfare of Tennesseans in light of the COVID-19 outbreak.

The Committee members were in agreement to have the meeting electronically.

Christina Hickey stated that the next order of business is approval of the minutes from the August 28, 2020 Study and Formulating Committee meeting. Richard Chapman moved for approval of the minutes. Nick Brassell seconded and the minutes were approved without objection.

Christina Hickey also noted that items 2 and 3 will be switched.

1. Workforce insight assessment.

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

Angela Watts reviewed the summary results of the workforce insight surveys from 2019 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, debt, work, career advancement, medical illness and disease) and from survey two, (pension plan, financial well being support, career growth and advancement and medical benefits).

There was some discussion regarding Metro's pension plan and that employees currently do not contribute to the pension plan and Metro's 457 plan.

Kaitlyn Karalus discussed the data results of surveys one and two and the top concerns.

Kelley Lewis stated that based on the results from both surveys some things they recommend are alternative health plans, a financial wellness strategy, retirement programs assessment, employee development and total compensation statements.

There was some discussion of being able to provide total compensation statements and the survey populations versus the respondents and if the results were skewed.

Kevin Sullivan, Findley, stated that with regard to the pension plan sometimes understanding the pension plan can be quite low when you are young and it escalates as you move through your career and get closer to retirement.

2. Preliminary benefits benchmarking and trends.

Angela Watts reviewed the 2014 analysis from the public and private sector which showed that Metro's benefits were more valuable than the average and that the major drivers were the medical and pension benefits. She also reviewed the peer cities and counties that were included in the 2014 analysis and the ones added since the request for this information was received.

Kelley Lewis reviewed the changes with those peer cities and counties since the 2014 analysis and the measures taken to lower their liabilities.

Kevin Sullivan reviewed the different types of retirement plans, (defined benefit and defined contribution), who contributes and the investments. He reviewed the percentage of workers (private industry and state and local) with access to plans by type, alternatives to defined benefit plans, and hybrid plans. Mr. Sullivan also discussed the funded status of the Metro plan in comparison to other public plans, the funding of public plans and rate assumptions.

3. Election of Chair and Vice-Chair.

Christina Hickey opened the floor to nominations for Committee Chair and Vice-Chair.

It was suggested that someone with a benefits background should be Chair of the Committee.

After some discussion the Committee members agreed to defer this to the next meeting.

The Committee also requested the final reports from prior Committees and information on how the benefits are accrued.

Christina Hickey reminded the Committee that the next meeting is scheduled for Friday, September 25th at 9:00 a.m. using the same electronic format. She also stated that she will be looking at meeting dates in October, She stated that if the Governor does not extend the order for electronic meetings the meetings are usually held in the Sonny West Conference Room at the Howard Office Building, however, meetings are being displaced due to voting. She stated that when meetings are moved they are usually at the Metropolitan Nashville Public Schools Board Room on Bransford Avenue.

Nicki Eke, Legal Department, stated that the electronic meetings order has been extended through October 28th.

With nothing further presented, the meeting adjourned at 4:00 p.m.

ATTEST:

APPROVED:

Ms. Shannon B. Hall, Director
Human Resources

Study & Formulating Committee