

# MINUTES

## METROPOLITAN EMPLOYEE BENEFIT BOARD

### STUDY & FORMULATING COMMITTEE

**September 25, 2020**

The Study & Formulating Committee met on Friday, September 25, 2020 at approximately 9:13 a.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: Chair: Trish Holliday; Vice-Chair: Cleophis D. Rucker; Committee Members: Nick Brassell, Richard Chapman and \*Kim Stagg.

Benefit Board Members present: Shannon B. Hall and Kevin Crumbo.

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 September 11, 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 noted that items 1 and 2 will be switched.

#### 2. Election of Chair and Vice-Chair.

Richard Chapman nominated Trish Holliday for Chair. Nick Brassell seconded and the Committee approved without objection.

Richard Chapman nominated Cleophis Rucker for Vice-Chair. Trish Holliday seconded and the Committee approved without objection.

Christina Hickey referred the Committee members to the memo from the Finance Department that was sent out prior to this meeting regarding the next item.

#### 1. Request to study benefit items.

Kevin Crumbo, Finance Director, and Kristin Wilson, Mayor's Office, were on the call.

Kevin Crumbo addressed the Committee regarding Mayor Cooper's request for the Committee to study the items in the memo regarding managing the costs of employee and retiree benefits. He requested that the Committee review the current pension practices versus best practices, ways to optimize the healthcare programs, the injury on duty program and ways to assist employees with savings and budgeting.

There was some discussion regarding the injury on duty program and other post employment benefit costs.

There was also some discussion of the Human Resources staff being able to educate the Committee on how the provisions of the plans work.

There was also some discussion of the low utilization of the financial wellness tools.

1. Request to study benefit items. (continued)

Mark Young, Fire union representative, addressed the Committee regarding the injury on duty program and costs and requested a copy of the memo. He also brought up when will the unions be able to present to the Committee.

\*Denotes Kim Stagg joining the call.

The Committee requested guidance on a starting point with the items in the memo.

Brad Rayson, Service Employees International Union, (SEIU), addressed the Committee and suggested posting the documents presented to the Committee on the website.

The Committee was in agreement to having the documents posted.

Nicki Eke, Legal Department, stated that she will be providing a memo in regards to the open meetings law and suggested that if a Committee member wants to provide any information that it be submitted to Christina Hickey so that there is no issue that the Committee is deliberating amongst themselves.

There was discussion of the requests for information, topics and upcoming meetings.

With nothing further presented, the meeting adjourned at 10:14 a.m.

ATTEST:

APPROVED:

---

**Ms. Shannon B. Hall, Director  
Human Resources**

---

**Trish Holliday, Chair  
Study & Formulating Committee**