

Minutes

State, Local Education and Local Government Insurance Committees

June 26, 2025

1:00 P.M.- 3:00 P.M. (central)

The State, Local Education and Local Government Insurance Committees met on Thursday, June 26, 2025 at 1:00 p.m. (central), in the Nashville Room, Third Floor, William R. Snodgrass TN Tower, Nashville, TN and via Cisco Webex.

Chairman Eugene Neubert, Deputy Commissioner of Finance and Administration, called the Insurance Committees meeting to order at 1:00 p.m. (central) and noted the following delegates in attendance: Eugene Neubert on behalf of Commissioner Jim Bryson, Nicole Sweitzer on behalf of Comptroller Jason Mumpower, Rick DuBray on behalf of Treasurer David Lillard and Bill Huddleston on behalf of Commissioner Carter Lawrence.

State Insurance Committee Members

Present:

- Eugene Neubert, representing Jim Bryson, Commissioner, Finance and Administration, Chairman of the State Insurance Committee
- Rick DuBray, representing David Lillard, State Treasurer
- Nicole Sweitzer, representing Jason Mumpower, Comptroller of the Treasury
- Bill Huddleston, representing Carter Lawrence, Commissioner, Commerce and Insurance
- Juan Williams, Commissioner, Human Resources
- Judi Knecht, state employee representative
- Michelle Consiglio-Young, state employee representative (by teleconference)
- Keisha Pittman, Tennessee State Employees Association (by teleconference)
- Rob Chance, representing Higher Education (UT System)
- Sen. Bo Watson, Chair of Senate Finance, Ways and Means Committee (by teleconference for agenda item #4)
- Rep. Gary Hicks, Chair of House Finance, Ways and Means Committee (by teleconference for agenda item #4)

Local Education Insurance Committee Members

Present:

- Eugene Neubert, representing Jim Bryson, Commissioner, Finance and Administration, Chairman of the Local Education Insurance Committee
- Rick DuBray, representing David Lillard, State Treasurer
- Nicole Sweitzer, representing Jason Mumpower, Comptroller of the Treasury
- Bill Huddleston, representing Carter Lawrence, Commissioner, Commerce and Insurance
- Maryanne Durski, Chief Financial Officer, Department of Education
- Jennifer White, Tennessee School Board Association (by teleconference)

Absent:

- Erin Johnson, East TN School Employee representative
- Vacant seat in West TN
- Vacant Seat in Middle TN

Local Government Insurance Committee Members

Present:

- Eugene Neubert, representing Jim Bryson, Commissioner, Finance and Administration, Chairman of the Local Government Insurance Committee
- Rick DuBray, representing David Lillard, State Treasurer
- Nicole Sweitzer, representing Jason Mumpower, Comptroller of the Treasury
- Shanna Boyette, Tennessee County Services Association (by teleconference)
- Jennifer Moody, Tennessee Municipal League

Chairman Remarks/Opening Statement

Chairman Neubert acknowledged the recent State Insurance Committee election results for employee representatives to the Committee and congratulated Michelle Consiglio-Young and Judi Knecht for their election. The new term begins July 1, 2025 and runs through June 30, 2028.

Agenda Item #1 – Public Comment

No one in the room or virtually asked to be recognized to address the Committee members.

Agenda Item #2 – [Action] May 22, 2025 Minutes (All Committees)

Chairman Neubert asked for a motion from each committee to move approval of the May 22, 2025 Minutes and if there was any discussion or edits regarding the May 22, 2025 minutes.

For the State Insurance Committee Commissioner Williams moved to approve the minutes from May 22, 2025. The motion was seconded by Mr. DuBray. No discussion occurred and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
Huddleston	Yes	Williams	Yes
Consiglio-Young	Yes	Knecht	Yes
Chance	Yes	Pittman	Yes
Neubert	Yes		

For the Local Education Insurance Committee Ms. Durski moved to approve the minutes from May 22, 2025. The motion was seconded by Chairman Neubert. No discussion occurred and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
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Huddleston	Yes	Durski	Yes
White	Yes	Neubert	Yes

For the Local Government Insurance Committee Ms. Moody moved to approve the minutes from May 22, 2025. The motion was seconded by Chairman Neubert. No discussion occurred and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
Boyette	Yes	Moody	Yes
Neubert	Yes		

Agenda Item #3 – [Action] Approval of 2026 Voluntary Products Certificates of Coverage (All Committees)

Chairman Neubert recognized Bob Smith, Director of Voluntary and Supplemental Benefits for Benefits Administration (BA), to present on recommended changes to the Voluntary Products Certificates of Coverage.

The eligibility criteria and benefit schedule for voluntary products (dental, disability, life, and vision) are outlined in the official policies and certificates of coverage from approved vendors. These documents, sanctioned by the Tennessee Department of Commerce and Insurance and occasionally other states, serve as the Plan Documents for the voluntary products, detailing eligibility and enrollment provisions for members.

The recommended changes do four things:

- Requires prior affiliation by the retiree with a participating agency for dental eligibility
- Aligns the eligibility for retiree dental and vision with retiree medical coverage
- Aligns the retiree eligibility criteria for the vision product with the dental product
- Aligns retiree eligibility for dental and vision with the medical rules to permit retirees from non TCRS-participating agencies to have access to the benefit

BA recently reviewed the retiree eligibility criteria for the dental and vision insurance programs. BA recognized that retirees receiving a Tennessee Consolidated Retirement System (TCRS) pension may participate in the dental program even though they or their former employing agency never participated in the State Group Insurance Program. BA recommends revising the eligibility language to require prior affiliation by the retiree with a participating agency. Also, to more closely align the eligibility for retiree dental and vision with retiree medical coverage, the proposed recommendations reflect that retirees of participating agencies who are not vested in TCRS are eligible for retiree voluntary products if they have 10 or more years of service and are at least age 55.

BA recommends aligning the retiree eligibility criteria for the vision insurance program with those of the dental insurance program. This change removes the requirement for retirees to be enrolled in a basic group health program to qualify for vision insurance. It will also extend eligibility to retirees

who have aged out of the pre-65 basic health program or who were never enrolled in retiree basic health.

Ms. Durski asked what would happen to the members enrolled in the plan(s) now who would not meet the new/proposed criteria. Mr. Smith explained that the recommendation would not take effect until January 1, 2026, and thus nothing would change at this time, and thereafter these members could remain enrolled. However, as of January 1, 2026, if the agency from which the member retired leaves the State Group Insurance Program, the members (retirees and dependents) would be disenrolled from the dental and vision insurance plans.

Attachment B, shared with the Committees and detailing the proposed changes, is included in these minutes for reference.

For the State Insurance Committee, Chairman Neubert asked for a motion to approve the revised retiree eligibility criteria as shown in Attachment B of the memo distributed on June 18, 2025. The motion was made by Ms. Knecht. The motion was seconded by Mr. Chance. No further discussion occurred, and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
Huddleston	Yes	Williams	Yes
Consiglio-Young	Yes	Knecht	Yes
Chance	Yes	Pittman	Yes
Neubert	Yes		

For the Local Education Insurance Committee, Chairman Neubert asked for a motion to approve the revised retiree eligibility criteria as shown in Attachment B of the memo distributed on June 18, 2025. The motion was made by Ms. Durski. The motion was seconded by Chairman Neubert. No discussion occurred and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
Huddleston	Yes	Durski	Yes
White	Yes	Neubert	Yes

For the Local Government Insurance Committee, Chairman Neubert asked for a motion to approve the revised retiree eligibility criteria as shown in Attachment B of the memo distributed on June 18, 2025. The motion was made by Ms. Moody. The motion was seconded by Chairman Neubert. No further discussion occurred, and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
Boyette	Yes	Moody	Yes
Neubert	Yes		

Agenda Item #4 – [Action] Approval of the Flexible Spending Account Parking and Transportation Benefit Recommendation (State Committee)

Chairman Neubert recognized Laurie Lee, Executive Director of BA, to present the Flexible Spending Account Parking and Transportation Benefit recommendation.

Director Lee presented BA’s recommendation to phase out this benefit due to the following factors:

- Use of benefit is declining
- Only 58 members were enrolled as of 2025 (this is out of about 41,000 eligible members)
- It is a manual process to administer, using resources for a program that benefits very few members
- Forfeitures have averaged 38%, 26% and 26% in 2022, 2023 and 2024.

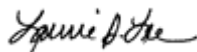
With little to no use from plan members and a declining population it serves, BA recommends to discontinue the benefit after the end of calendar year 2025.

For the State Insurance Committee, Chairman Neubert asked for a motion to approve the recommendation to eliminate the Flexible Spending Account Parking and Transportation benefit at the end of calendar year 2025. Mr. DuBray made the motion. The motion was seconded by Chairman Neubert. No further discussion occurred, and a roll call vote was taken.

Sweitzer	Yes	DuBray	Yes
Huddleston	Yes	Williams	Yes
Consiglio-Young	Yes	Knecht	Yes
Chance	Yes	Pittman	Yes
Watson	Yes	Hicks	Yes
Bryson	Yes		

With no further business, Chairman Bryson adjourned the meeting at 1:34 p.m. (central). The next meeting of the State, Local Education and Local Government Insurance Committees is scheduled for July 24, 2025 at 1:00 p.m. (central) in the Nashville Room.

Respectfully submitted,



Laurie S. Lee