

**ORDINANCE NO. BL2020-\_\_\_\_**

**An ordinance amending Section 3.24.010 of the Metropolitan Code of Laws  
pertaining to health insurance benefits for Members of the Metropolitan Council  
after they leave office.**

WHEREAS, in 2019, Metro Council members received a \$8,100 raise approved in the prior term which was recommended by the Department of Human Resources under the belief to properly compensate Metro Council would help to promote a more diverse and inclusive Council body; and

WHEREAS, the citizens of Davidson County expect the Council to manage taxpayer money wisely, yet over \$800,000 per year is spent on a benefit for Councilmembers that is not offered to other part-time Metro Government Employees; and

WHEREAS, the Metropolitan Government spent \$837,438 health insurance benefits for both current and former Metro Council Members in 2020. This cost is expected to increase to \$1,208,134 by 2024; and

WHEREAS, July 17, 2020 the Metropolitan Council passed a \$1.066 property tax rate increase in the USD (\$1.033 in the GSD), constituting the highest increase in the history of Metropolitan Nashville; and

WHEREAS, the Metropolitan Government is \$4.5 billion in debt, with depleted reserves; and

WHEREAS, in 2014, the Mayor's Office contracted with an independent consulting company (Deloitte Consulting LLP) to provide data upon which Metro could make decisions about current pay levels. This study revealed that none of Metro Nashville's peers offer retiree medical coverage to council members. To be consistent with common practice, the study recommended that Metro eliminate lifetime medical coverage for Council Members; and

WHEREAS, the Metropolitan Council should remove the lifetime health insurance benefits for Council members after they leave office.

**BE IT ENACTED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND  
DAVIDSON COUNTY:**

Section 1. That Section 3.24.010 of the Metropolitan Code is hereby amended by deleting the provisions of subsection C. in their entirety and substituting with the following new provisions:

"C. Council member participation in the comprehensive health care plan.

1. Members of the metropolitan council, during their term of office, shall be authorized to participate in the health insurance program under the same terms and conditions as are available for regular Metropolitan Government employees. The benefits and contribution rates shall be equivalent to those benefits and rates paid by Metropolitan Government employees. Each member of council shall have the option of participating in the program by notifying the employee benefit board of their desire to participate in the program at any time during their term of office.
2. Members of council holding office for less than eight (8) years prior to August 31, 2023 who were participants in the comprehensive health care plan during the time they held office may elect to continue the health care plan, provided they pay the full amount of the premium without any subsidy from the Metropolitan Government.
3. Members of council satisfying one of the following criteria shall be eligible to continue participation in the comprehensive health care plan at the contribution rate equivalent to those rates paid by Metropolitan Government employees:

- a. Those members of council holding office for eight (8) years or more on or prior to August 31, 2023;
- b. Those members of council serving prior to September 1, 2007, that served part of one term and a full consecutive term and were prohibited from serving a third consecutive term pursuant to Section 1.07 of the Metropolitan Charter.

4. Those members of council serving at least eight (8) years who are not covered by subsection 3 above shall be eligible to continue participation in the comprehensive health care plan under the same terms and conditions as retired Metropolitan Government employees, and at the contribution rates based upon years of service as follows:

- a. The Metropolitan Government shall contribute twenty-five percent of the contribution rate established for medical care benefits for a former member of council that served at least eight (8) but less than fifteen (15) years;
- b. The contribution rate for members of council serving fifteen (15) or more years shall be based upon years of service as provided in Section 3.16.020c.3. of this chapter applicable to retired employees hired after January 1, 2013.

5. Members of council serving at least (8) years who are otherwise covered by subsection 3 above shall have the option of participating in the comprehensive health care plan at the higher contribution rates set forth in subsection 4 above if they so choose.

6. Except as provided above, no member of council serving after August 31, 2023, shall be eligible for the subsidized health care plan after leaving office."

Section 2. This Ordinance shall take effect from and after its passage, the welfare of The Metropolitan Government of Nashville and Davidson County requiring it.

SPONSORED BY:

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## Members of Council