

Bio

David Hines

Executive Director of Employee Benefits

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David's career started at Blue Cross Blue Shield of Tennessee in claim's management. He went on to serve as the Director of Operations for the State of Tennessee Employee Health Plans; Benefit Manager for Nissan Motor Manufacturing; benefits consultant; Insurance Director for Rutherford County, TN and now as Executive Director of Benefits for Metro Nashville Public Schools (MNPS).

While at MNPS he established a network of primary care clinics to serve their employees, retirees, and their dependents. These clinics, staffed by Family Nurse Practitioners are Medical Homes and serve as the main conduit for medical interventions with our covered population. In 2017, he opened MNPS' first integrated health and wellness facility, combining primary care, behavioral health, health coaching, fitness, physical therapy, chiropractic, acupuncture, and pharmacy. This facility also includes a café and conference area and is designed to be a community center for educators, assisting them to develop professionally and personally. In addition, to help drive individual and group health improvements, he implemented a data warehouse that combines medical, pharmacy, dental and vision claims, medical records, payroll, health risk assessments and evaluation data. His current work extends to creating greater access to specialty care through clinic-based telehealth and the development and expansion of value-based care, including adoption of bundled payment programs for medical services ranging from maternity care to surgical weight loss.

Recently David was recognized by Employee Benefit News with the Benny Award for Benefits Leadership in Healthcare. Also, resulting from their work in improving population health, the MNPS team has earned numerous recognitions including: Health Value Award; C. Everett Koop National Health Award (honorable mention); American Heart Association Gold Workplace Achievement; Cigna Well Being Award and others.

David serves on the boards of Healthcare21, the State and Local Government Benefit Association and the National Association of Worksite Health Centers.