



**David Hines**

**Executive Director of Employee Benefits  
Metro Nashville Public Schools  
Nashville, Tennessee**

David Hines' career started at Blue Cross Blue Shield of Tennessee in claims management. He went on to serve as: director of operations for the State of Tennessee Employee Health Plans; benefit manager for Nissan Motor Manufacturing; benefits consultant; insurance director for Rutherford County, Tennessee; and now as executive director of Benefits for Metro Nashville Public Schools (MNPS). While at MNPS, Hines established a network of primary care clinics to serve their employees, retirees and their dependents. In 2017, he opened MNPS's 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, Hines implemented a data warehouse that combines medical, pharmacy, dental and vision claims as well as 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. Hines has been recognized by Employee Benefit News with the Benny Award for Benefits Leadership in Healthcare. The MNPS team has also earned numerous recognitions, including a Health Value Award, the C. Everett Koop National Health Award (honorable mention), the American Heart Association Gold Workplace Achievement, the Cigna Well Being Award and others. Hines serves on the boards of the State and Local Government Benefit Association, the National Association of Worksite Health Centers and Healthcare21.