



**TRUCKEE MEADOWS WATER AUTHORITY**  
**Section §115 Other Post-Employment Benefit Plan & Trust**  
**Trustee Meeting**  
**AGENDA**  
**Tuesday, October 16, 2018 at 12:30 p.m.**  
**Independence Room**  
**1355 Capital Boulevard, Reno, NV 89502**

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1. Roll call\*
2. Public comment — limited to no more than three minutes per speaker\*
3. Approval of the agenda **(For Possible Action)**
4. Approval of the July 17, 2018 minutes. **(For Possible Action)**
5. Discussion and approval of subsidy rates for Tier II retirees for fiscal year 2019—Jessica Atkinson **(For Possible Action)**
6. Review and approval of Other Post-Employment Benefits Trust calculations for TMWA Retiree Jeffrey Todd—Jessica Atkinson **(For Possible Action)**
7. Update on amendments to the Trust document to incorporate the allowance of reimbursement requests for Tier II beneficiaries.— Gus Rossi
8. Review of Retirement Benefits Investment Fund (RBIF) performance review—Michele Sullivan
9. Update on replacing Trustee George Gaynor—Jessica Atkinson
10. Discussion and possible Trustee direction regarding meeting times and dates for 2019—Jessica Atkinson **(For Possible Action)**
11. Trustee comments and requests for future agenda items\*
12. Public comment — limited to no more than three minutes per speaker\*
13. Adjournment **(For Possible Action)**

**NOTES:**

1. The announcement of this meeting has been posted at the following locations: Truckee Meadows Water Authority (1355 Capital Blvd., Reno), Reno City Hall (1 E. First St., Reno), Sparks City Hall (431 Prater Way, Sparks), Sparks Justice Court (1675 E. Prater Way, Sparks), Washoe County Courthouse (75 Court St., Reno), Washoe County Central Library (301 South Center St., Reno), Washoe County Administration (1001 East Ninth St., Reno), and at <http://www.tmwa.com>.
2. In accordance with NRS 241.020, this agenda closes three working days prior to the meeting. We are pleased to make reasonable accommodations for persons who are disabled and wish to attend meetings. If you require special arrangements for the meeting, please call 834-8002 before the meeting date.
3. The Board may elect to combine agenda items, consider agenda items out of order, remove agenda items, or delay discussion on agenda items. Arrive at the meeting at the posted time to hear item(s) of interest.
4. Asterisks (\*) denote non-action items.
5. Public comment is limited to three minutes and is allowed during the public comment periods. The public may sign-up to speak during the public comment period or on a specific agenda item by completing a "Request to Speak" card and submitting it to the clerk. In addition to the public comment periods, the Chairman has the discretion to allow public comment on any agenda item, including any item on which action is to be taken.

**Section 115 Post-Retirement Medical Plan & Trust**

*a single employer plan sponsored by  
Truckee Meadows Water Authority*



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**DRAFT July 17, 2018 MINUTES**

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The meeting of the TMWA Section 115 Post-Retirement Medical Plan and Trust (Trust) Trustees was held on Tuesday, July 17, 2018 in the Truckee Meadows Water Authority Independence Room, 1355 Capital Blvd., Reno, Nevada.

Michele Sullivan, Chairman, called the meeting to order at 12:31 p.m.

1. ROLL CALL AND DETERMINATION OF PRESENCE OF A QUORUM.

A quorum was present.

Voting Members Present:

Michele Sullivan  
Sandra Tozi  
George Gaynor

Voting Members Absent:

Charles Atkinson

Members Present

Rosalinda Rodriguez  
Gus Rossi  
Jessica Atkinson

Members Absent:

Pat Waite

2. PUBLIC COMMENT

There was no public comment.

3. APPROVAL OF THE AGENDA

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the agenda.**

4. APPROVAL OF THE APRIL 17, 2018 MINUTES

Ms. Tozi noted an error in agenda item 9, in the minutes draft, to remove the duplicate statement “the reason”.

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the April 17, 2018 meeting minutes with the proposed edit.**

5. UPDATE AND DISCUSSION OF POST-65 EXCHANGE -HRA CONTRIBUTION SUBSIDY AND IMPACT ON BENEFIT COSTS.

At the April meeting, Ms. Atkinson advised that Tier II beneficiaries over the age of 65 currently receive a fixed subsidy amount based on the published PEBS Exchange HRA contribution table. This is a fixed amount based on the total years of service which is capped at 20. Currently the trust provisions require the retiree stay on the TMWA plan and apply the subsidy amount towards their TMWA premium. Retirees are required to enroll in and pay the cost of Medicare in order to stay on the TMWA benefits plans. The combined costs of Medical (currently \$134 per month) plus the retiree premium for medical and vision coverage is substantially greater, even with the subsidy credit than what the retiree could purchase a Medicare Advantage Plan or similar Medigap, Mediwrap plan for. Due to the costs associated with staying on the TMWA medical plan, post-65 Tier II beneficiaries, are not likely to take full advantage of their benefit.

**Update:**

Mr. Rossi advised that after researching this further since the April meeting, he did not foresee any tax or legal implications.

The next step would be to verify with the actuaries to verify if this would be feasible. Once that is conclude, an update would be brought back to the trustee’s.

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved to have an actuarial analysis performed to verify if this would be feasible for the plan.**

6. REVIEW OF RETIREMENT BENEFITS INVESTMENT FUND (RBIF) PERFORMANCE REVIEW

Ms. Sullivan reported the RBIF and reviewed the RBIF totals. Ms. Sullivan advised that they allocate 49% towards U.S. Stocks, 21% towards International Stocks, and 30% towards U.S. Bonds. As of March 31, 2018, there is a 6.7% return YTD, and over the last 12 months, a 10.1% return. Our actuarial analysis assumes a 6% return which is conservative. What this means is that we are over performing, this may not always be the case as cost of the health care and investment returns fluctuate.

**No action required.**

7. REQUIRED COMMUNICATION FROM EXTERNAL TRUST AUDITORS EIDEBAILLY

**No action required, for informational purposes only.**

8. PRESENTATION OF TRUCKEE MEADOWS WATER AUTHORITY POST-RETIREMENT MEDICAL PLAN AND TRUST-S AUDITED FINANCIAL STATEMENTS FOR THE YEARS END DECEMBER 31, 2017

Ms. Sullivan presented the financial statements. Ms. Sullivan referenced that on pg. 5 the summary over 2 years, which had over a \$200,000 increase and the additions were mainly based on returns on investments from the RBIF. TMWA made it's required contributions, and there was only one beneficiary (at the time of the audit). Ms. Sullivan then referenced page 13 which she noted that GASB statement No. 74 has been adopted, and a summary of those changes has been included in the statements.

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the Financial Statements.**

9. UPDATE AND POSSIBLE DIRECTION FOR STAFF FOR RECOMMENDATION ON TIER I REPLACEMENTS FOR TRUSTEE GEORGE GAYNOR

At the scheduled April meeting, discussion had begun for possible replacements for Trustee George Gaynor who had submitted his intent to retire. This item was being researched by Mr. Rossi, to verify whether or not a retiree would need to serve as a Trustee if there was no active employee available to serve on the Trust.

Mr. Rossi provided an update on his research and advised that a Tier II retiree could serve as a Trustee, as the Nevada Administrative Code (NAC)287.778 does not specifically state that it needs to be an active employee. Mr. Rossi expressed concern that there should be equal representation from the management as well as the represented groups as has been the standard up until now.

Discussion ensued as to whether the number of trustees should be reduced to 3, continue with 4, or to add another trustee and have 5. After further discussion on the benefits and disadvantages, the following motion was made.

Motion was made to continue with 4 Trustee's, and to reach out to current retiree's if they would be willing to serve on the board as a trustee, if no retiree volunteers to participate, then seek to fill the vacancy with someone who will be a beneficiary.

**Upon motion made and seconded and carried by unanimous consent of the Trustees present.**

George Gaynor at this time officially resigned. Mr. Rossi advised that this should be done in writing and forwarded to the governing board. Ms. Atkinson advised she would work with Mr. Gaynor directly by sending an e-mail to him, which he could reply confirming his resignation. This would then be forwarded to the TMWA board.

10. TRUSTEE COMMENTS AND REQUESTS FOR FUTURE AGENDA ITEMS

RBIF investment/return analysis next quarter.

11. PUBLIC COMMENT – LIMITED TO NO MORE THAN THREE MINUTES PER SPEAKER

There was no public comment.

12. ADJOURNMENT

With no further business to discuss, Chairperson Sullivan adjourned the meeting at 12:59 p.m.

Minutes were approved by the Trustees in session on \_\_\_\_\_.

Respectfully Submitted,

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Rosalinda Rodriguez, Recording Secretary



## **STAFF REPORT**

**TO:** Trustees of the §115 Other Post Employment Benefits Trust  
**THRU:** Jessica Atkinson, TMWA Human Resources Manager  
**DATE:** October 8, 2018  
**SUBJECT:** **Review of proposal for Tier II Subsidy Schedule FY2019**

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### **Recommendation**

1. Approve the subsidy schedule for §115 tier II retirees under the age of 65 as presented in attachment 3 for fiscal year 2019.
2. Approve Exchange -HRA Table for §115 tier II retirees age 65 and older as presented in attachment 4 for fiscal year 2019.

### **Summary**

Beginning in fiscal year 2016, the Public Employee Benefit Program (PEBP) changed their methodology for determining non-state retiree subsidies. As a result, in November of 2017 trustees decided to use the Statewide EPO/HMO monthly base subsidy for non-state retirees to determine the total allowable subsidy for §115 tier II retirees under age 65. This subsidy table is updated annually to coincide with the fiscal year. The FY19 base subsidy for the Statewide EPO/HMO Non-State Retirees and Survivors is \$386.36 for retiree only coverage.

The PEBP has continued to publish a Medicare Exchange HRA Contribution Table. Trustees should review and approve the contribution table for the current fiscal year.

### **Background**

By way of background, the 2003 Nevada Legislature passed legislation (AB286) that afforded public employees of Nevada political subdivisions the opportunity to enroll, upon their retirement, in the Public Employee Benefit Program (PEBP) retiree health plan. The 2003 legislation also obligated the public employers of said retirees who enrolled in the plan to pay a portion of the medical premium on the retiree's behalf (the "Subsidy"). The current §115 trust document provides tier II retirees under age 65 with an amount equal to the "Subsidy" for non-state retirees to be applied towards their coverage under TMWA's benefit plans rather than the PEBP Retiree Health Plan.

Instead of receiving the "Subsidy," tier II retirees age 65 and older, receive the equivalent of the State of Nevada's Medicare Exchange Retiree HRA contribution based upon the combined number of years of service with Washoe County and/or TMWA and must elect Medicare coverage.

The following is noted in the trust document for tier II retirees:

PEBP non-state retiree subsidy and Medicare Exchange Retiree HRA Contribution subsidy amounts are revised annually by the state of Nevada and in the event that these benefits are discontinued by the State of Nevada, then tier II retirees shall continue to receive the same premium amount that they were entitled to receive during the last year that these benefits remained in effect.

At the time of the merger with Washoe County (FY2015) the Non-State Retiree Subsidy Schedule (attachment 1 page 24) and Medicare Exchange Retire HRA Contribution Table (attachment 1 page 25) were in place and provided for a straight subsidy or contribution amount based solely on years of service.

At the beginning of fiscal 2016 and continuing to current, the PEBP changed the way subsidies were calculated. Since FY2016 there is no longer a straight subsidy schedule based on years of service for those under age 65. Instead, the PEBP has implemented a Non-State Retiree Subsidy Adjustment Table (attachment 2 page 2). To calculate the subsidy using the adjustment table, a base subsidy amount is identified according to enrollment in either the Statewide PPO Consumer Driven Health Plan, Standard HMO Plan or the Alternate HMO Plan. After determining the appropriate base subsidy amount, an adjustment is then made using the adjustment table based on years of service (base subsidy – adjustment = total subsidy.)

The impact of the change from the subsidy schedule to the subsidy adjustment table is such that a straight subsidy amount can no longer be calculated using years of service as the only factor for consideration. §115 retirees don't enroll in any of the plans offered by the PEBP, which makes it difficult to immediately determine the appropriate base subsidy amount to apply the adjustment table to. Because of this, and to ensure §115 tier II retirees under age 65 receive the maximum subsidy available, it is recommended that the trust continue to recognize the base subsidy amount for retiree only coverage for the Statewide EPO/HMO Plan (Attachment 1a) as the amount that will be applied to the adjustment table (Attachment 1a1b). The total subsidy schedule based on years of service using a base subsidy of \$386.34 is included as attachment 3 and it is recommended that trustees approve this subsidy schedule for §115 Tier II retirees under the age of 65 for fiscal year 2018.

For §115 tier II retirees age 65 and older, the PEBP has continued to publish an annual Medicare Exchange – HRA Contribution Table. The FY2019 Exchange – HRA Contribution Table is included as attachment 2 and it is recommended that trustees approve this subsidy schedule for §115 tier II retirees age of 65 and older for fiscal year 2019.

As it is anticipated that these amounts are will change each fiscal year for both the “Subsidy” schedule and HRA Contribution table, a presentation of this information will be made to trustees each fiscal year for their adoption/approval.



## Plan Year 2019 Rates July 1, 2018 – June 30, 2019

### Monthly Rates Non-State Retirees and Survivors

Rates Effective July 1, 2018 – June 30, 2019	Statewide PPO				Statewide EPO/HMO			
	Consumer Driven Health Plan (CDHP)				Premier (EPO) Plan and Health Plan of Nevada (HPN)			
	Unsubsidized Rate	Base Subsidy	SB552 Supp Subsidy	Participant Premium	Unsubsidized Rate	Base Subsidy	SB552 Supp Subsidy	Participant Premium
Retiree only	1,177.01	813.80	163.65	<b>199.56</b>	765.40	398.00	(11.66)	<b>379.06</b>
Retiree + Spouse	2,279.70	1,389.86	419.51	<b>470.33</b>	1,498.97	630.93	(28.22)	<b>896.26</b>
Retiree + Child(ren)	1,907.27	1,212.52	384.79	<b>309.96</b>	1,157.93	527.69	(5.39)	<b>635.63</b>
Retiree + Family	3,009.95	1,788.58	640.65	<b>580.72</b>	1,891.50	760.62	(21.95)	<b>1,152.83</b>
Surviving/Unsubsidized Dependent	1,177.01	-	-	<b>1,177.01</b>	765.40	-	-	<b>765.40</b>
Surviving/Unsubsidized Spouse + Child(ren)	1,907.27	-	-	<b>1,907.27</b>	1,157.93	-	-	<b>1,157.93</b>

- The non-state retiree rates listed on this page are subsidized rates for those who retired prior to January 1, 1994.
- For those who retired on or after January 1, 1994, refer to the Plan Year 2019 Years of Service Subsidy chart on the next page. Locate your years of service and add or subtract the corresponding subsidy to or from the participant premium. Do not add more than the base subsidy published above.
- For those retirees on the PEBP PPO, EPO or HMO plan who are enrolled in Medicare Part B, subtract an additional \$134 from the participant premium.

#### Non-State Retiree Eligibility (NAC 287.542, 287.548)

Non-state employees who retired after November 30, 2008 from a **PEBP participating** local governmental entity are eligible to enroll in PEBP retiree coverage. However, if the local government opts to leave the PEBP in the future, the retirees described above must also leave the program.





## Plan Year 2019 Non-State Retiree Years of Service Subsidy

- For participants who retired **before January 1, 1994**, the participant premium for the selected plan and tier is shown on the retiree rate page above.
- For participants who retired **on or after January 1, 1994** add or subtract the appropriate subsidy in the table to the participant premium in the selected plan and tier. Do not add more than the base subsidy in the selected plan and tier.

Retiree remaining on PPO, EPO or HMO

**Example:** Retiree only (age 62), 19 Years of Service,  
remaining on CDHP PPO

Participant Premium (from previous page): \$199.56

Years of Service Subsidy (from chart to the right): ~~\$-135.37~~

Subtract or Add:    (-) or (+)

Medicare Part B credit **(if applicable)**: \$N/A (not yet 65)

**Total Monthly Premium Amount: \$64.19**

PY19 Non-State Retirees Enrolled in the PPO/EPO/HMO Plan	
Years of Service	Subsidy
5	+338.42
6	+304.58
7	+270.74
8	+236.90
9	+203.05
10	+169.21
11	+135.37
12	+101.53
13	+67.68
14	+33.84
15 (base)	—
16	-33.84
17	-67.68
18	-101.53
19	-135.37
20	-169.21

## HRA Contribution:

The monthly tax-exempt contribution for Plan Year 2019 is \$12 per month per year of service, beginning with five years (\$60) to a maximum of twenty years of service (\$240). Individuals who retired before January 1, 1994, will receive a flat \$180 per month to the Exchange-HRA.

Dependents do not receive their own Exchange-HRA and no additional funds are contributed for dependents.

### Exchange-HRA Contribution for Medicare Retirees Enrolled in the Medicare Exchange

Years of Service	Contribution	
5	+60.00	• Participants who retired before January 1, 1994 receive the 15- year (\$180) base contribution.
6	+72.00	
7	+84.00	• For participants who retired on or after January 1, 1994, the contribution is \$12 per month per year of service beginning with 5 years (\$60) and a maximum of 20 years (\$240).
8	+96.00	
9	+108.00	
10	+120.00	• Spouses/domestic partners and surviving spouses /domestic partners enrolled in the Medicare Exchange are not eligible for an HRA contribution.
11	+132.00	
12	+144.00	
13	+156.00	• Those retirees with less than 15 Years of Service, who were hired by their last employer on or after January 1, 2010 and who are not disabled do not receive a Years of Service contribution.
14	+168.00	
15 (Base)	+180.00	
16	+192.00	• Those retirees who were initially hired on or after January 1, 2012 do not receive a Years of Service contribution.
17	+204.00	
18	+216.00	
19	+228.00	
20	+240.00	

## Establishing the Exchange-HRA

## State and Non-State Retirees - Plan Year 2019 Rates

Base Subsidy Retiree Only Standard HMO Plan

**\$ 386.34**

YOS	ADJUSTMENT	TOTAL SUBSIDY
5	\$ 338.42	\$ 47.92
6	\$ 304.58	\$ 81.76
7	\$ 270.74	\$ 115.60
8	\$ 236.90	\$ 149.44
9	\$ 203.05	\$ 183.29
10	\$ 169.21	\$ 217.13
11	\$ 135.37	\$ 250.97
12	\$ 101.53	\$ 284.81
13	\$ 67.68	\$ 318.66
14	\$ 33.38	\$ 352.96
15	\$ -	\$ 386.34
16	\$ (33.84)	\$ 420.18
17	\$ (67.68)	\$ 454.02
18	\$ (101.53)	\$ 487.87
19	\$ (135.37)	\$ 521.71
20	\$ (169.21)	\$ 555.55



## Exchange -HRA Contribution for Medicare Retirees Enrolled in the Medicare Exchange - Plan Year 2019

YOS	CONTRIBUTION
5	\$ 60.00
6	\$ 72.00
7	\$ 84.00
8	\$ 96.00
9	\$ 108.00
10	\$ 120.00
11	\$ 132.00
12	\$ 144.00
13	\$ 156.00
14	\$ 168.00
15	\$ 180.00
16	\$ 192.00
17	\$ 204.00
18	\$ 216.00
19	\$ 228.00
20	\$ 240.00





## **STAFF REPORT**

**TO:** Trustees of the §115 Other Post Employment Benefits (OPEB) Trust  
**THRU:** Jessica Atkinson, TMWA Human Resources Manager  
**DATE:** October 8, 2018  
**SUBJECT:** **Review and approval of Post-Retirement Medical Trust benefit calculation(s) for TMWA Retiree(s)**

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### **Recommendation**

TMWA staff recommends the §115 Trustee's approve the retirement health insurance benefit calculation for the following TMWA retiree(s):

CY2018: Jeffrey Todd

### **Summary**

The Trustees move to approve the benefit calculations, as presented, for retiree(s).

### **Background**

Based on the §115 plan document, TMWA Human Resources has completed the benefit calculation for the declared retiree(s). Please refer to the enclosed benefit calculation worksheet(s) for specific details.

TMWA Human Resources has met to discuss calculation(s) with retiree(s) and provided a copy of the §115 Plan Document. Retiree(s) are aware that these calculation(s) are based off of current plan year (CY17) medical costs. These costs are subject to change (increase or decrease) in accordance with annual open enrollment periods.

Retiree(s) have been made aware that in order to qualify for the Post-Retirement Medical Benefits. They must enroll in and pay the cost of Medicare A and Medicare Part "B" or Medicare Part "C."

**TRUST AGREEMENT  
FOR  
TRUCKEE MEADOWS WATER AUTHORITY  
OPEB TRUST FUND  
RESTATED \_\_\_\_\_, 2018**



## **ARTICLE I**

### **Purpose of the Trust**

The Truckee Meadows Water Authority OPEB Trust Fund was originally established January 1, 2015. The Trust is now being amended and restated to make certain changes thereto. This Trust is intended to provide the means to fund all or a portion of the post-retirement benefits to be provided to those former employees of Washoe County, Nevada who became employees of Truckee Meadows Water Authority as a result of the merger of water utility services between Washoe County, Nevada and Truckee Meadows Water Authority which became effective on January 1, 2015. The Trust is intended to qualify as a governmental trust established to provide an essential governmental function under Section 115 of the Internal Revenue Code of 1986, as amended, and is created pursuant to Nevada Revised Statutes § 287.017. The name of this Trust shall be the Truckee Meadows Water Authority OPEB Trust Fund.

## **ARTICLE II**

### **Definitions**

When used in this Trust, the following words shall have the following meanings, unless the context clearly indicates otherwise:

2.1 “Benefit Plans” mean the following:

(i) For those Participants classified as Tier I Retirees, the term “Benefit Plans” are to include and be limited to those post-employment benefit plans described in Exhibit A-1 attached hereto; and

(ii) For those Participants classified as Tier II Retirees, the term “Benefit Plans” are to include and be limited to those post-employment benefit plans described in Exhibit A-2 attached hereto.

The Benefit Plans described in Exhibits A-1 and A-2 may be amended from time to time pursuant to the terms of this Trust.

2.2 “Benefits” mean the following:

(i) For those Participants classified as Tier I Retirees, the term “Benefits” means those benefits described in Exhibit D-1 attached hereto that are to be paid by the Trust on behalf of Tier I Retirees to provide such Retirees with post-retirement benefits under one or more of the Benefit Plans described in Exhibit A-1; and

(ii) For those Participants classified as Tier II Retirees, the term “Benefits” means those benefits described in Exhibit D-2 attached hereto that are to be paid by the Trust on behalf of Tier II Retirees to provide such Retirees with post-retirement benefits under one or more of the Benefit Plans listed in Exhibit A-2.

2.3 “CBA” means the current collective bargaining agreement entered into between TMWA and the bargaining unit referred to as Local #1245 of the International Brotherhood of Electrical Workers (IBEW), together with any future amendments and successor agreements thereto.

2.4 “Code” means the Internal Revenue Code of 1986, as amended.

2.5 “Effective Date” means the Effective Date of this Trust, which shall be January 1, 2015.

2.6 “Investment Plan” means an investment plan developed by the Trustees pursuant to NRS 287.017(2)(g) and NAC 287.788(2).

2.7 “NAC” means the Nevada Administrative Code, as amended from time to time.

2.8 “NRS” means the Nevada Revised Statutes, as amended from time to time.

2.9 “Participant” means a Retiree who is entitled to receive Benefits from this Trust pursuant to Section 3.1. and elects to receive such Benefits in accordance with the procedures adopted by the Trustees from time to time. A Participant shall not include any spouse or dependents of a Retiree, even if such spouse and dependents are covered under one or more of the Benefit Plans.

2.10 “Plan Year” means the calendar year.

2.11 “Retiree” means a Tier I Retiree or Tier II Retiree who separates from service or retires from TMWA, and under the terms of this Trust and the CBA, or resolutions adopted by TMWA, is eligible to receive Benefits from this Trust.

2.12 “TMWA” means the Truckee Meadows Water Authority, a local government agency within the meaning of NRS 354.474, and an entity the income of which is excluded from gross income under Code Section 115.

2.13 “Tier I Retirees” and “Tier II Retirees” mean the following:

(i) “Tier I Retirees” mean those former employees of Washoe County who were hired by Washoe County on or before September 16, 1997 and who became employees of TMWA as a result of the merger of water utility services between Washoe County and TMWA which became effective on January 1, 2015; and

(ii) “Tier II Retirees” means those former Employees of Washoe County who were hired by Washoe County after September 16, 1997 and before July 1, 2010, and who became employees of TMWA as a result of the merger of water utility services between Washoe County and TMWA which became effective on January 1, 2015.

2.14 “Trust” and “Trust Fund” means this Trust, as set forth in and by this document and all subsequent amendments thereto.

2.15 “Trust Year” means the year beginning on January 1 of each calendar year and ending on December 31 of the same calendar year.

2.16 “Trustees” collectively means the persons appointed under Article VII who have accepted the position as Trustees, and any duly appointed and qualified successor Trustees. “Trustee” means any one of the Trustees. The Trustees shall constitute the “board of trustees” as that term is used in NRS 287.017(2)(e).

2.17 “Washoe County” means Washoe County, Nevada, a political subdivision of the State of Nevada.

2.18 Words used in the singular shall include the plural, words used in the plural shall include the singular, and words of one gender shall include other genders when the context so requires.

### **ARTICLE III.**

#### **Eligibility and Participation**

3.1 Eligibility and Commencement of Coverage. Each Tier I Retiree entitled to coverage under a Benefit Plan described in Exhibit A-1 and each Tier II Retiree entitled to coverage under a Benefit Plan described in Exhibit A-2 who satisfies the eligibility requirements set forth in Exhibit “B” attached hereto shall be entitled to receive Benefits from this Trust.

3.2 Termination of Participation. A Participant’s right to receive Benefits under this Trust is to terminate upon the occurrence of the earliest event described in Exhibit “C” attached hereto.

### **ARTICLE IV.**

#### **Benefits Payable by the Trust**

The Benefits to be paid by this Trust are to include the payment to, or the reimbursement of, all or a portion of the Benefits that are required to be paid by TMWA on behalf of a Participant who is covered under one or more of the Benefit Plans. The actual share of the total premiums required to be paid or reimbursed by the Trust on behalf of a Participant classified as a Tier I Retiree is set forth in Exhibit “D-1” attached hereto, and the actual share of the total premiums required to be paid or reimbursed by the Trust on behalf of a Participant classified as a Tier II Retiree is set forth in Exhibit “D-2” attached hereto. If the amount of the Benefits required to be paid by the Trust is modified by the CBA or resolutions adopted by TMWA, then Exhibits “D-1” and “D-2” are to be amended to reflect such changes. All Benefits required to be paid by this Trust for coverage of a Participant in a Benefit Plan will be paid (i) to the company or institution that issues the Benefit Plan or (ii) to the Participant to reimburse the Participant for his or her payment of the Benefits required to be paid by the Trust. The Trustees of this Trust may fund additional

Benefits through this Trust, after amending the Trust, but only if such Benefits are authorized under the CBA, or resolutions adopted by TMWA, and are benefits which may be funded by a trust described in NRS Section 287.017.

## **ARTICLE V**

### **Contributions**

#### **5.1     Determination of Contribution:**

(a)     This Trust shall be funded with contributions by Participants and/or TMWA, and all such contributions to the Trust, and any earnings on such contributions, shall be irrevocable and shall become the property of the Trust.

(b)     Contributions to this Trust shall be made in accordance with, and in amounts prescribed by, the Benefit Plans and this Trust.

(c)     TMWA shall annually commission actuarial studies that estimate the liabilities of the Benefit Plans in accordance with applicable law and with generally accepted accounting principles. TMWA shall notify the Trustees of the level of funding it expects to contribute to the Trust Fund.

5.2     Funding Policy: The policy of TMWA is that this Trust shall be funded by Participant and/or TMWA contributions. Such funding shall be determined pursuant to NAC 287.786(1) in a manner consistent with the Code and any other applicable laws and regulations, in accordance with generally accepted accounting principles, and on a sound actuarial basis.

5.3     To Whom Contributions are to be Paid: Contributions shall be paid to the Trustees and shall become a part of the Trust Fund. All contributions to the Trust Fund and any earnings thereon shall be used only to:

(a)     Provide Benefits to Participants in accordance with the terms of the CBA, resolutions adopted by TMWA, this Trust, and the Benefit Plans; and

(b)     Pay the reasonable administrative expenses incident to the provision of those Benefits and expenses incurred in the administration of the Trust.

5.4     Corpus of Trust: The Trust shall consist of contributions made to the Trust, together with investments and reinvestments of the proceeds thereof, and all earnings and profits thereon, if any, less any losses, and less any expenses charged and distributions made pursuant to the terms of the Trust.

#### **5.5     Investment of Trust:**

(a)     In accordance with the purpose of the Trust Fund stated in NRS 287.017(2)(a), the Trust Fund shall invest monies for the purpose of funding all or a portion of the unfunded actuarial accrued liabilities associated with providing future Benefits for Participants covered by the Benefit

Plans. The Trust Fund may also be used to pay Benefits to current Participants under the Benefit Plans.

(b) The investment of the assets of the Trust Fund shall be limited to the Retirement Benefits Investment Fund established pursuant to NRS 355.220 and authorized pursuant to NRS 287.017(2)(g)(1); provided however, that the Trustees may direct that the assets of the Trust Fund be invested on a short-term basis in any investment described in NRS 355.170 and authorized pursuant to NRS 287.017(2)(g)(2).

(c) All interest, earnings, dividends and distributions with respect to the investment of the Trust Fund, less any expenses charged with respect to such investments, must be deposited in the Trust Fund.

(d) The Trust Fund shall be maintained as a separate account and no other funds shall be co-mingled with the funds in the Trust Fund, except to the extent otherwise permitted by NRS 287.017(2)(h) and NAC 287.790(5).

(e) Trust Fund monies shall not be used to finance the debt of TMWA and shall not be available for loans to other funds of TMWA.

## **ARTICLE VI**

### **Payments From Trust**

6.1 **Payments Directed by TMWA:** The Trustees must transfer funds from the Trust Fund to the account designated by TMWA upon the request of TMWA's governing body in accordance with the requirements of the Retiree Benefits Investment Board pursuant to NRS 355.220. The request must include:

(a) An explanation of how the proposed transfer will be used to fulfill the requirements of the Benefit Plans;

(b) A copy of TMWA's approved budget reflecting the authorization of retirement benefits;

(c) Minutes of the meeting of TMWA's governing body during which the transfer was proposed; and

(d) The signature of the chairperson of the TMWA's governing body.

If the request and supporting documentation do not meet the criteria of this Section 6.1, the Trustees may delay transfer until TMWA's governing body corrects the request. Payments from the Trust may be made only to the extent that the Benefits for which such payment is made are benefits permitted under the NRS.

6.2 Trust for Exclusive Benefit of Participants; Reversion Prohibited: This Trust has been established for the exclusive benefit of those Retirees who are entitled to receive Benefits from this Trust pursuant to Article III. Under no circumstances shall any funds contributed to or held by the Trustees at any time revert to the benefit of TMWA, except upon termination of the Trust as provided in Article IX.

6.3 Transfer of Trust Assets Permitted: Notwithstanding Section 6.2 above, TMWA's governing body may amend the Benefit Plans to reserve the classification of Participants eligible for Benefits under the Trust, and terminate such Participants' participation in the Trust or transfer their coverage to another trust complying with the provisions of NRS 287.017 to the extent permitted under the CBA, or resolutions adopted by TMWA, and Code Section 115. In the event a classification of Participants is transferred to another such trust, the Trustees may determine the allocable portion of reserves held by the Trust attributable to such transferred Participants and authorize such portion of Trust assets be transferred to the new trust. Any such transferred Trust assets shall be used exclusively for the purpose of providing post-retirement Benefits to the Participants so transferred and similarly situated participants. Upon the transfer of such Participants, any and all right of such Participants under this Trust shall terminate, except as provided in the Benefit Plan, to the extent not inconsistent with the terms of this Trust, and except as otherwise required by law.

## **ARTICLE VII.**

### **Trustees - Appointment, Resignation, and Removal**

7.1 Appointment Of Trustees: The Trust shall be administered by three or more Trustees who shall be selected by the General Manager of TMWA and confirmed and approved by TMWA's governing board, and such Trustees are to act in a fiduciary capacity for the beneficiaries of the Trust pursuant to NRS 287.017(2)(e) and NAC 287.778(1)(a). No member of TMWA's governing body may be appointed as a Trustee. By signing this Trust, each Trustee hereby accepts the trusteeship and agrees to receive and hold the Trust solely for the uses and purposes set forth herein and solely in accordance with the terms hereof.

(a) Pursuant to Section 5.5(b), assets of the Trust Fund shall be invested in the Retirement Benefits Investment Fund established pursuant to NRS 355.220; provided, however, that the Trustees may direct that the assets of the Trust Fund be invested in investments established pursuant to NRS 355.170. As a result, TMWA's governing body shall appoint at least three but no more than five Trustees who must include:

- (i) At least one member who has a combination of education and experience of at least 5 (five) years in finance or economics;
- (ii) A public officer or employee of TMWA who manages its fiscal affairs; and
- (iii) A beneficiary of the Trust.

(b) A person appointed as a Trustee shall not have a substantial financial interest in the ownership or negotiation of securities or other financial instruments in which monies in the Trust Fund are invested.

(c) Each Trustee shall be appointed for a term of at least two years but not to exceed four years. However, TMWA's governing body may renew the term of any Trustee.

#### 7.2 Resignation, Removal and Substitution of Trustees:

(a) **Resignation and Removal:** Any Trustee may resign at any time upon 30 days' written notice to TMWA's governing body. Any Trustee may be removed with or without cause at any time by TMWA's governing body upon 30 days' written notice to such Trustee. TMWA's governing body may remove a Trustee if the Trustee fails to attend two consecutive meetings or three meetings during a calendar year. Upon resignation or removal of any Trustee, TMWA's governing body shall appoint a successor Trustee who shall have the same powers and duties as are conferred upon the Trustees appointed under this Trust. TMWA's governing body may reappoint a Trustee and may alter the composition of the Trustees if required pursuant to Section 7.1.

(b) **Successors' Liability:** No successor Trustee shall be liable or responsible for any acts or defaults of his or her predecessor or any predecessor co-Trustees, or for any losses or expenses resulting from or occasioned by anything done or neglected to be done in the administration of the Trust prior to his or her appointment as Trustee, nor shall a successor Trustee be required to inquire into or take any notice of the prior administration of the Trust.

#### 7.3 Organization and Operation of Offices of Trustees:

(a) The Trustees may adopt such procedures and regulations as they deem desirable for the conduct of their affairs.

(b) The Trustees shall select a Chairman and Vice Chairman from among their membership.

(c) The Chairman shall preside at all meetings of the Trustees. In case of the absence of the Chairman from any meeting of the Trustees or in case of the inability of the Chairman to act, the Vice Chairman shall perform the duties and acts authorized or required by the Chairman to be performed, as long as the inability of the Chairman to act may continue.

(d) TMWA's governing body shall provide the staff necessary to organize and notice meetings of the Trustees, take the minutes of the meetings, receive and disseminate financial reports of financial managers to the Trustees, and prepare financial reports and budgets for the Trustees.

(e) The Trustees shall meet quarterly or at the call of the Chairman whenever business is presented.

- (f) A majority of the Trustees shall constitute a quorum of the Trustees for all purposes.
- (g) All action by the Trustees at a meeting (and such meeting may be in person or a telephonic meeting) at which a quorum is present shall be by a majority of those present.
- (h) Any action to be taken without a meeting (either in person or telephonically) of the Trustees must be approved in writing by all of the Trustees.
- (i) Any action of the Trustees must be in writing.
- (j) No item of business shall be considered at a meeting of the Trustees unless it shall first have been entered upon the agenda for that meeting, provided, however, that items not appearing on the agenda may be taken up with the approval of a majority of the Trustees present when it has been determined that the matter is an emergency as permitted under NRS Chapter 241.
- (k) No member of the Trustees can bind the Trustees by word or action unless the Trustees have designated such member as the Trustees' agent for some specific purpose and for that purpose only.
- (l) In the event of a deadlock in any vote of the Trustees with respect to the operation or administration of the Trust, then the matter at issue shall remain in status quo until the next meeting of the Trustees. If the Trustees do not resolve such deadlock among themselves prior to the next meeting of Trustees, the question or matter shall again be presented at such next meeting. If at such next meeting the Trustees shall still be deadlocked and remain so until such meeting be adjourned, then, upon written notice of any Trustee to the other Trustees, the Trustees shall, within 30 days after receipt of such notice by the Trustees, appoint an independent fiduciary solely for the purpose of deciding upon the deadlocked matter. Such independent fiduciary shall render its decision on the matter, which decision shall be implemented as if decided at a meeting of the Trustees.
- (m) Any member of the Trustees may request a roll call vote of the Trustees, which shall be recorded in the minutes of the meeting.

## **ARTICLE VIII.**

### **Trustees – Duties and Powers**

8.1 **Duties and Powers of Trustees--In General:** Subject to the requirements imposed by law, the Trustees shall be fiduciaries who shall have all powers necessary or advisable to carry out the provisions of this Trust and all inherent, implied, and statutory powers now or subsequently provided by law and shall be subject to the duties imposed on fiduciaries under applicable law. The Trustees shall be responsible for the management and control of the Trust Fund. The Trustees shall formulate and execute appropriate investment policies to govern the Investment Plan of the Trust Fund consistent with the requirements of NRS 287.017 and Section 5.5 of this Trust. The Trustees shall decide all questions arising in the administration, interpretation, and application of the Trust, except as may be reserved under this Trust to TMWA. In addition:



(a) As required by NRS 287.017(2)(e)(1), the Trust shall be administered in accordance with generally accepted accounting principles and actuarial studies applicable to the future provision of Benefits to Participants;

(b) To the extent required by NRS 287.017(2)(f)(3) or any similar applicable regulation, the Trustees shall cause the Trust to be audited each Trust Year by an independent certified public accountant, and the results of such audit shall be reported to TMWA's governing body;

(c) As permitted by NRS 287.017, the Trust Fund assets may be pooled for the purposes of investment with the asset of any other employer and of any other trust fund established pursuant to NRS 287.017; provided, however, that each employer's interest in the Trust (1) is accounted for separately from the interest of any other employer, (2) is used to provide benefits only to the participants covered by the plan or plans of such employer; and (3) is not subject to the liabilities of any other employer.

(d) In accordance with NRS 287.017 and NAC 287.786(2), the Trustees shall annually submit a tentative budget to TMWA's governing body for its consideration, approval and inclusion in the tentative and final budgets of the TMWA's governing body. The tentative budget submitted by the Trustees must incorporate the amount of contributions to the Trust determined pursuant to NAC 287.786(1). TMWA's governing body may modify the Trustees' tentative budget at its discretion.

8.2 Duties and Powers of Trustees--Investment: To the extent permitted under NRS 287.017, the Trustees shall have the power to invest and/or reinvest any and all money or property of any description at any time held by them and constituting a part of the Trust, without previous application to, or subsequent ratification of, any court, tribunal, or commission, or any federal or state governmental agency, in such investments as are permitted under the express terms of this Trust.

None of the earnings of the Fund shall inure to the benefit of any Trustee or any private person, except that a Trustee or other individual may be a beneficiary of the Trust through participation in a Benefit Plan. A Trustee shall not be interested, directly or indirectly, as principal, partner, agent or otherwise, in any contract or expenditure created by the Trustees, or in the profits or results thereof.

In addition, to the extent permitted under NRS 287.017 and as provided in NAC 287.790(1)(a), the Trustees shall have the following specific powers:

(a) To invest Trust assets in the "Retirement Benefits Investment Fund" established pursuant to NRS 355.220 and authorized pursuant to NRS 287.017(2)(g)(1) and Section 5.5(b); provided, however, that the Trustees may direct that the Trust assets be invested in investments established pursuant to NRS 355.170 and authorized pursuant to NRS 287.017(2)(g)(2) and Section 5.5(b).

(b) To collect and receive any and all money and other property of whatsoever kind or nature due or owing or belonging to the Trust Fund.

(c) To cause any securities or other property to be registered in, or transferred to, the individual names of the Trustees or in the name of one or more of their nominees, or to retain them in unregistered form, but the books and records of the Trust shall at all times show that all such investments are a part of the Trust Fund.

(d) To settle, compromise or submit to arbitration any claims, debts or damages due or owing to or from the Trust; to commence or defend suits or legal proceedings whenever, in its judgment, any interest of the Trust requires it; and to represent the Trust in all suits or legal proceedings in any court of law or equity or before any other body or tribunal, insofar as such suits or proceedings relate to any property forming part of the Trust Fund or to the administration of the Trust Fund.

(e) Generally, to do all acts, whether or not expressly authorized, which the Trustees deem necessary, but acting at all times according to the provisions of Nevada law to the extent permitted under NRS 287.017(2)(e), which provides the Trustees with all powers and duties that may be exercised by a nonprofit corporation under Nevada laws, but prohibits the Trust from borrowing money.

(f) To file any tax returns required of the Trust.

Notwithstanding the above, the Trustees may not deposit the assets of the Trust Fund in the Retirement Benefits Investment Fund established pursuant to NRS 355.220, unless the Trustees obtain an opinion from TMWA's legal counsel that the investment of those Trust assets will not violate the provisions of Section 10 of Article 8 of the Constitution of the State of Nevada. Fiduciary responsibility for assets of the Trust Fund invested in the Retirement Benefits Investment Fund remains with the Trustees and not with the Retirement Benefits Investment Board. In addition, the Trustees have no authority to negotiate or otherwise determine the Benefits afforded the Participants of the Trust Fund pursuant to the Benefit Plans.

8.3 Valuation of Trust Fund: As of the last day of each Trust Year, the Trustees shall determine the fair market value of all assets of the Trust Fund.

8.4 Advice and Assistance to Trustees: The Trustees may employ such staff and may contract for the provision of such management, investment and other services, including without limitation, the services of accountants, actuaries and investment managers, as the Trustees determine necessary for the administration of the Trust. In addition, the Trustees may retain and consult with legal counsel, who may be counsel for TMWA or the Trustees' own counsel with respect to the meaning or construction of the Trust or the Trustees' obligations or duties. The Trustees shall be protected from any responsibility with respect to any action taken or omitted by them in good faith pursuant to the advice of such counsel, to the extent permitted by law.

8.5 Records and Accounts of the Trustees: The Trustees shall keep a record of all the Trustees' proceedings and shall keep all such books of account records, and other data as may be

necessary in the administration and conduct of this Trust, including records to reflect the affairs of this Trust, to determine the amount of the respective Participants' interests in the Trust Fund, and to determine the amount of all Benefits payable under this Trust. Subject to the requirements of law, any person dealing with the Trustees may rely on, and shall incur no liability in relying on, a certificate or memorandum in writing signed by the Trustees as evidence of any action taken or resolution adopted by the Trustees. The Trustees' records and accounts shall be open to inspection by TMWA's governing body at all reasonable times during business hours. The books and records of the Trust shall be kept in accordance with generally accepted accounting principles and the end of the fiscal year of the Trust shall be the Trust Year. After the close of each year of the Trust, the Trustees shall render a statement of assets and liabilities of the Trust Fund for such year.

8.6 Fees and Expenses: The Trustees may be paid such reasonable compensation as provided pursuant to NAC 287.784. In addition, the Trustees shall be reimbursed for any necessary and reasonable expenses, including reasonable counsel and accounting fees, as well as the expense of the audit required pursuant to NRS 287.017 and Section 8.1(b) of this Trust, incurred by the Trustees in the administration of the Trust Fund. Such compensation and expenses may be paid from the Trust Fund. All taxes of any kind that may be levied or assessed under existing or future laws upon, or in respect of, the Trust Fund or the income thereof shall be paid by the Trustees from the Trust Fund.

## **ARTICLE IX.**

### **Continuance, Termination, and Amendment of Trust**

9.1 Termination of Trust: This Trust shall continue in full force and effect for such time as may be necessary to accomplish the purposes for which it is created. The expectation of TMWA is to continue this Trust indefinitely, but the continuance of the Trust is not assumed as a contractual obligation by TMWA. TMWA's governing body reserves the right to terminate this Trust in whole or in part at any time, including the termination of its participation in this Trust.

9.2 Disposition of Trust Upon Termination: Upon the termination of the Trust, to the extent that the Trust assets are not transferred to a successor trust pursuant to Section 6.3, the Trustees shall hold the Trust Fund until it is completely exhausted by paying those Benefits provided under the Benefit Plans and paying the reasonable expenses of the Trust, including expenses incurred in the termination and liquidation of the Trust; provided, however, that upon the complete satisfaction of all obligations under the Benefit Plans and the satisfaction of all liabilities of the Trust, any remaining Trust Fund assets may be transferred to TMWA as determined by the Trustees and to the extent permitted by applicable law.

9.3 Amendments to Trust: At any time TMWA's governing body may amend this Trust for any purpose by delivering to the Trustees signed copies of such amendment. Such amendment shall be effective as of the date specified by TMWA's governing body, or if no date is specified, then on the first day of the next succeeding Trust Year.

## **ARTICLE X.**

### **Miscellaneous**

10.1 Trust Not Subject to Creditors' Claims: No assignment of any Benefits under the Trust will be recognized or permitted; nor shall any such Benefits or any assets of the Trust Fund be subject to attachment, garnishment or the claims of any creditors of TMWA or any Participant or beneficiary of the Trust.

10.2 Text to Control: The headings of articles and sections are included solely for convenience of reference. If any conflict between any heading and the text of this Trust exists, the text shall control.

10.3 Severability: If any provision of this Trust is illegal, invalid or unenforceable for any reason, such illegality, invalidity or unenforceability shall not affect the remaining provisions. On the contrary, such remaining provisions shall be fully severable, and this Trust shall be construed and enforced as if such illegal, invalid or unenforceable provisions never had been inserted in the agreement.

10.4 Applicable Law: All questions, disputes or other issues relating to the Trust including but not limited to the interpretation, administration, operation and/or application of the Trust or its provisions shall be governed by the laws of the State of Nevada.

10.5 Changes in Governing Law: To the extent any provision in this Trust is included in compliance with the requirements of the NRS or the NAC, if any change to such requirement is made in the NRS or the NAC, this Trust Agreement shall be deemed to be amended to the extent required to reflect the corresponding change in the NRS or the NAC, provided that such deemed amendment does not cause the Trust to violate Code Section 115.

10.6 Execution in Counterparts. This Trust may be executed in two or more counterparts, each of which will be deemed an original, but all of which taken together will constitute one and the same agreement (and all signatures need not appear on any one counterpart), and this Trust will become effective when one or more counterparts has been signed by each party and delivered to the other party.

This Trust has been executed this \_\_\_\_ day of \_\_\_\_\_, 201\_\_.

**TRUCKEE MEADOWS WATER AUTHORITY**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**TRUSTEES**

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## EXHIBIT A-1

### BENEFIT PLANS FUNDED THROUGH TRUST FOR TIER I RETIREES

The Benefit Plans that Tier I Retirees may elect to participate in are to include the following:

1. Those group health/medical plans (other than dental plans) offered to active employees of TMWA from time to time.
2. The group prescription drug plan(s) offered to active employees of TMWA from time to time.
3. The group visions plan(s) offered to active employees of TMWA from time to time.
4. The group life insurance plans offered to Tier I Retirees from time to time who enroll in a group health/medical plan described in paragraph 1. above. The amount of life insurance coverage currently available to a Tier I Retiree varies according to the Tier I Retiree's age as indicated below:

For Tier I Retirees –

Under age 70 – the maximum life insurance benefits available to a Tier I Retiree are equal to 1 times the Tier I Retiree's "Basic Annual Earnings" (as defined in the life insurance plan rounded to the next highest \$1,000), if not already a multiple of \$1,000, with a maximum benefit of 175,000.

Ages 70 to 74 – the maximum life insurance benefits available to a Tier I Retiree are equal to 50% of the retiree's Basic Annual Earnings, rounded to the next highest \$1,000, if not already a multiple of \$1,000.

Ages 75 or older – the maximum life insurance benefits available to a Tier I Retiree are equal to \$2,000.

Although a Tier I Retiree may elect coverage for himself or herself, the spouse of a Tier I Retiree, and other qualified dependents of a Tier I Retiree under TMWA's group dental plan(s), and may also elect coverage for his or her spouse or other qualified dependents under the group health/medical plans, group prescription plans, group vision plans, and group life insurance plans described above, the Tier I Retiree is to be responsible for 100% of the costs attributable to such coverages. Accordingly, the Trust does not fund any portion of the costs attributable to the coverages described in this paragraph.

## EXHIBIT A-2

### BENEFIT PLANS FUNDED THROUGH TRUST FOR TIER I RETIREES

The Benefit Plans that Tier II Retirees may elect to participate in are to include the following:

1. The Benefit Plans offered to Tier II Retirees will vary depending upon whether a Tier II Retiree has attained Medicare Eligibility Age as discussed below:

a. Benefit Plans Available to Tier II Retirees who have not Attained Medicare Eligibility Age. Those (i) group health/medical plans (other than dental plans), group prescription plans, and/or group vision plans offered to active employees of TMWA from time to time, (ii) those individual policies or plans that are procured by a Tier II Retiree that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree, and (iii) those group policies or plans offered by an employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree (other than TMWA) that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree. Tier II Retirees who have not attained Medicare Eligibility Age (currently age 65) may elect coverage under any of the plans described in this paragraph 1.a. Notwithstanding anything contained in this subparagraph 1.a. to the contrary, the term “Benefit Plans” shall not include a policy or plan offered by the employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree to the extent that the premiums are paid by such employer on a “pre-tax” basis, including, without limitation, a policy or plan offered by an employer under a Code Section 125 plan (commonly referred to as a “Cafeteria Plan”).

At the time a Tier II Retiree attains Medicare Eligibility Age, and assuming that the Tier II Retiree continues to be eligible as a Participant under this Trust, the Tier II Retiree will then be eligible to participate in the Benefit Plans described in subparagraph 1.b. below.

b. Medical, Dental, Prescription, and/or Vision Benefit Plans Available to Tier II Retirees who have Attained Medicare Eligibility Age. Those (i) group health/medical plans (other than dental plans), group prescription plans, and/or group vision plans offered to active employees of TMWA from time to time, (ii) those individual policies or plans that are procured by a Tier II Retiree that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree, (iii) those Medicare Plans Part B and Part D, Medicare Supplemental Plans, Medicare Advantage Plans, Medicare Gap Plans that provide medical, dental, prescription and/or vision coverage for a Tier II Retiree, together with any current and future plans available to individuals eligible for Medicare coverage that are approved and authorized by the United States Department of Health and Human Services or its successor, and (iv) those group policies or plans offered by an employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree (other than TMWA) that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree. Tier II Retirees who have attained Medicare Eligibility Age (currently age 65) may elect coverage under any of the plans described in this subparagraph 1.b. Notwithstanding anything contained in this subparagraph 1.b. to the contrary, the term “Benefit Plans” shall not include a policy or plan offered by the employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree to the extent that the premiums are paid by such employer on a “pre-tax” basis, including, without

limitation, a policy or plan offered by an employer under a Code Section 125 plan (commonly referred to as a “Cafeteria Plan”).

2. The group life insurance plans offered to Tier II Retirees from time to time who enroll in a group health/medical plan offered by TMWA described in clause (i) of subparagraph 1.a or 1.b. above, as the case may be. The amount of life insurance coverage available to a Tier II Retiree varies according to the Tier II Retiree’s age as indicated below:

For Tier II Retirees –

Under age 70 – the maximum life insurance benefits available to a Tier II Retiree are equal to 1 times the Tier I Retiree’s “Basic Annual Earnings” (as defined in the life insurance plan rounded to the next highest \$1,000), if not already a multiple of \$1,000, with a maximum benefit of 175,000.

Ages 70 to 74 – the maximum life insurance benefits available to a Tier II Retiree are equal to 50% of the retiree’s Basic Annual Earnings, rounded to the next highest \$1,000, if not already a multiple of \$1,000.

Ages 75 or older – the maximum life insurance benefits available to a Tier II Retiree are equal to \$2,000.

Although a Tier II Retiree may elect coverage for his or her spouse or other qualified dependents under the Benefit Plans described in this Exhibit A-2, the Retirees are responsible for 100% of the coverages attributable to a spouse or a qualified dependent of Tier II Retiree. Accordingly, the Trust does not fund any portion of the costs attributable to coverage of any spouse or qualified dependent of a Tier II Retiree.



## EXHIBIT B

### ELIGIBILITY REQUIREMENTS FOR RETIREE TO RECEIVE TRUST BENEFITS

To be eligible to become a Participant and receive Benefits from the Trust, a Retiree must meet the following requirements:

1. The Retiree must be a Tier I Retiree or Tier II Retiree (as defined in Section 2.13 of Article II of the Trust),
2. The Retiree must receive monthly retirement payments under the Public Employees Retirement System ("PERS") of Nevada, and
3. The Retiree must complete such forms to enroll for Benefits from the Trust as the Trustees may require from time to time.

In addition, a Retiree who separated from service from TMWA prior to his or her retirement may receive Benefits from the Trust if TMWA was the Retiree's last public employer, the Retiree satisfies the requirements described in paragraphs 1. through 3. above, and the Retiree meets any requirements of NRS Section 287.045, but only to the extent that NRS Section 287.045 is applicable to Benefits provided by the Trust.

## EXHIBIT C

### EVENTS CAUSING TERMINATION OF TRUST BENEFITS

A Participant's Benefits received from the Trust shall cease upon the occurrence of the earliest of the following events:

1. The death of the Participant,
2. The date the Participant's coverage under the Benefit Plans is cancelled for any reason whatsoever, including, without limitation, the failure of the Participant to pay his or her share of the premiums for coverage under the Benefit Plans, or the execution of an instrument permanently waiving coverage under the Benefit Plans and/or Benefits from the Trust, or
3. The date this Trust is terminated.

In addition to the events causing termination of Benefits described above, for "Tier II Retirees" only (as defined in Section 2.13 of this Trust), Benefits under this Trust will be terminated if the Tier II Retiree becomes employed by another public employer in the State of Nevada.

## EXHIBIT D-1

### TRUST BENEFITS TO BE PAID TO PARTICIPANTS CLASSIFIED AS TIER I RETIREES

The Benefits to be paid by the Trust to or on behalf of Participants classified as Tier I Retirees shall be as follows:

1. For Tier I Retirees with at least ten (10) years of combined full-time employment with Washoe County and/or TMWA, but less than fifteen (15) years of combined full-time employment with Washoe County and/or TMWA, the maximum Benefits payable by the Trust will be 50% of the premium attributable to the coverage elected by a Tier I Retiree under the Benefit Plans described in Exhibit A-1.

2. For Tier I Retirees with at least fifteen (15) years of combined full-time employment with Washoe County and/or TMWA, but less than twenty (20) years of combined full-time employment with Washoe County and/or TMWA, the maximum Benefits payable by the Trust will be 75% of the premium attributable to the coverage elected by a Tier I Retiree under the Benefit Plans described in Exhibit A-1.

3. For Tier I Retirees with twenty (20) or more years of combined full-time employment with Washoe County and/or TMWA, the maximum Benefits payable by the Trust will be 100% of the premium attributable to the coverage of elected by a Tier I Retiree under the Benefit Plans described in Exhibit A-1.

The foregoing Benefits will be provided to a Tier I Retiree in accordance with and are subject to all applicable laws in effect at the time of the retirement of the Tier I Retiree.

NOTE:---For those Tier I Retirees who were hired by Washoe County on or after January 13, 1981, in order to receive the Benefits described in this Exhibit A-1, the Tier I Retiree must have been an employee of TMWA immediately prior to receiving Benefits from the Trust.

NOTE----In order for Tier I Retirees to be eligible to receive the Benefits listed in this Exhibit A-1, Tier I Retirees who have attained the Medicare Eligibility Age (currently age 65) during a Trust's Plan Year must enroll in and pay the cost of Medicare Part "A" and Medicare Part "B," or Medicare Part "C" coverage, and the TMWA plans will become the secondary payer regardless of whether the retiree enrolls in the Medicare program or not. If the Medicare Eligibility Age is revised, the revised age is to be substituted for the current Medicare Eligibility Age of 65.

## EXHIBIT D-2

### TRUST BENEFITS TO BE PAID TO PARTICIPANTS CLASSIFIED AS TIER II RETIREES

The Benefits to be paid by the Trust to or on behalf of Participants classified as Tier II Retirees shall be as follows:

1. Benefits for Tier II Retirees who have not Attained Medicare Eligibility Age. The maximum Benefits to be paid by the Trust to a Tier II Retiree who has not attained Medicare Eligibility Age (currently age 65) is to be the same amount as the premium paid for group health coverage by an employer for coverage of non-state employees under the Nevada State Public Employee Benefit Plan ("PEBP") Retiree Health Insurance Plan. If the Medicare Eligibility Age is revised, the revised age is to be substituted for the current Medicare Eligibility Age of 65.

By way of background, the 2003 Nevada Legislature passed legislation (AB286) that afforded public employees of Nevada political subdivisions the opportunity to enroll, upon their retirement, in the PEBP Retiree Health Insurance Plan. The 2003 legislation also obligated public employers of said retirees who enrolled in the plan to pay a portion of the medical premium on the retiree's behalf (the "Subsidy"). Tier II Retirees are entitled to receive this same Subsidy from the Trust towards their coverage under the Benefit Plans described in Exhibit A-2 rather than the PEBP Retiree Health Insurance Plan.

2. Benefits for Tier II Retirees who have Attained Medicare Eligibility Age. Tier II Retirees who have attained the Medicare Eligibility Age (currently age 65) or older will instead receive Benefits equal to the equivalent of the State of Nevada's Medicare Exchange Retiree HRA Contribution Subsidy based upon the combined number of years of service with Washoe County and/or TMWA and must elect Medicare. If the Medicare Eligibility Age is revised, the revised age is to be substituted for the current Medicare Eligibility Age of 65. In order to receive the Benefits described in this paragraph 2., the Tier II Retiree must be an employee of TMWA immediately prior to receiving his or her Benefits under the Trust.

NOTE: The PEBP non-State retiree subsidy described in paragraph 1. above and the Medicare Exchange Retiree HRA Contribution Subsidy described in paragraph 2. above are revised annually by the State of Nevada. In the event that these benefits are discontinued by the State of Nevada, then Tier II Retirees shall continue to receive the same Benefits that he or she was entitled to receive during the last year that those benefits remained in effect.

**TRUST AGREEMENT  
FOR  
TRUCKEE MEADOWS WATER AUTHORITY  
OPEB TRUST FUND  
~~EFFECTIVE JANUARY 1, 2015~~  
RESTATED \_\_\_\_\_, 2018**

## ARTICLE I

### Purpose of the Trust

The Truckee Meadows Water Authority OPEB Trust Fund was originally established January 1, 2015. The Trust is now being amended and restated to make certain changes thereto. This Trust is intended to provide the means to fund all or a portion of the post-retirement benefits to be provided to those former employees of Washoe County, Nevada who became employees of Truckee Meadows Water Authority as a result of the merger of water utility services between Washoe County, Nevada and Truckee Meadows Water Authority which ~~is to be~~ became effective on ~~or about~~ January 1, 2015. -The Trust is intended to qualify as a governmental trust established to provide an essential governmental function under Section 115 of the Internal Revenue Code of 1986, as amended, and is created pursuant to Nevada Revised Statutes § 287.017. The name of this Trust shall be the Truckee Meadows Water Authority OPEB Trust Fund.

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## ARTICLE II

### Definitions

When used in this Trust, the following words shall have the following meanings, unless the context clearly indicates otherwise:

2.1 "Benefit ~~Plan~~" ~~means each of~~ Plans" mean the following:

(i) For those Participants classified as Tier I Retirees, the term "Benefit Plans" are to include and be limited to those post-employment ~~welfare~~ benefit plans maintained by TMWA that are listed on ~~described in Exhibit A-1 attached hereto, which; and~~

(ii) For those Participants classified as Tier II Retirees, the term "Benefit Plans" are to include and be limited to those post-employment benefit plans described in Exhibit A-2 attached hereto.

The Benefit Plans described in Exhibits A-1 and A-2 may be amended from time to time pursuant to the terms of this Trust.

2.2 "Benefits" mean ~~those premiums~~ the following:

(i) For those Participants classified as Tier I Retirees, the term "Benefits" means those benefits described in Exhibit D-1 attached hereto that are to be paid by the Trust on behalf of a Participant (as Tier I Retirees to provide such Retirees with post-retirement benefits under one or more ~~fully of the Benefit Plans described in Article IV below) for the purpose providing~~ Exhibit A-1; and

(ii) For those Participants classified as Tier II Retirees, the ~~Participant~~ term "Benefits" means those benefits described in Exhibit D-2 attached hereto that are to be paid by the

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Trust on behalf of Tier II Retirees to provide such Retirees with post-retirement benefits under one or more of the Benefit Plans—listed in Exhibit A-2.

2.3 “CBA” means the current collective bargaining agreement entered into between TMWA and the bargaining unit referred to as Local #1245 of the International Brotherhood of Electrical Workers (IBEW), together with any future amendments and successor agreements thereto.

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2.4 “Code” means the Internal Revenue Code of 1986, as amended.

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2.5 “Effective Date” means the Effective Date of this Trust, which shall be January 1, 2015.

2.6 “Investment Plan” means an investment plan developed by the Trustees pursuant to NRS 287.017(2)(g)(+) and NAC 287.788(2).

2.7 “NAC” means the Nevada Administrative Code, as amended from time to time.

2.8 “NRS” means the Nevada Revised Statutes, as amended from time to time.

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2.9 “Participant” means a Retiree who is entitled to receive Benefits from this Trust pursuant to Section 3.1. and elects to receive such Benefits in accordance with the procedures adopted by the Trustees from time to time. A Participant shall not include any spouse or dependents of a Retiree, even if such spouse and dependents are covered under one or more of the Benefit Plans.

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2.10 “Plan Year” means the calendar year.

2.11 “Retiree” means a ~~Transferred Employee~~ Tier I Retiree or Tier II Retiree who separates from service or retires from TMWA, and under the terms of this Trust and the CBA, or resolutions adopted by TMWA, is eligible to receive Benefits from this Trust.

2.12 “TMWA” means the Truckee Meadows Water Authority, a local government agency within the meaning of NRS 354.474, and an entity the income of which is excluded from gross income under Code Section 115.

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2.13 “~~Transferred Employees~~ Tier I Retirees” and “Tier II Retirees” mean the following:

(i) “Tier I Retirees” mean those former ~~Employees~~ employees of Washoe County, who were ~~either~~ hired by Washoe County ~~(+)~~ on or before September 16, 1997, ~~or~~ and who became employees of TMWA as a result of the merger of water utility services between Washoe County and TMWA which became effective on January 1, 2015; and

(ii) “Tier II Retirees” means those former Employees of Washoe County who were hired by Washoe County after September 16, 1997 and before July 1, 2010, and who became employees of TMWA as a result of the merger of water utility services between Washoe County

and TMWA which ~~is effective on or about January 1, 2015. For purposes of this Trust, those Transferred Employees described in clause (i) of the preceding sentence are sometimes referred to as "Tier I Retirees," and those Transferred Employees described in clause (ii) of the preceding sentence are sometimes referred to as "Tier II Retirees."~~became effective on January 1, 2015.

2.14 "Trust" and "Trust Fund" ~~mean the~~means this Trust, as set forth in and by this document and all subsequent amendments thereto.

2.15 "Trust Year" means the year beginning on January 1 of each calendar year and ending on December 31 of the same calendar year.

2.16 "Trustees" ~~mean~~collectively means the persons appointed under Article VII ~~and accepting who have accepted~~ the position as Trustees, and any duly appointed and qualified successor Trustees. "Trustee" means any one of the Trustees. The Trustees shall constitute the "board of trustees" as that term is used in NRS 287.017(2)(e).

2.17 "Washoe County" means Washoe County, Nevada, a political subdivision of the State of Nevada.

2.18 Words used in the singular shall include the plural, words used in the plural shall include the singular, and words of one gender shall include other genders when the context so requires.

### ARTICLE III.

#### Eligibility and Participation

3.1 Eligibility and Commencement of Coverage. Each ~~(+)Tier I Retiree who is covered~~entitled to coverage under a Benefit Plan ~~and described in Exhibit A-1 and each Tier II Retiree entitled to coverage under a Benefit Plan described in Exhibit A-2~~ who satisfies the eligibility requirements set forth in Exhibit "B" attached hereto shall be entitled to receive Benefits from this Trust.

3.2 Termination of Participation. A Participant's right to receive Benefits under this Trust is to terminate upon the occurrence of the earliest event described in Exhibit "C" attached hereto.

### ARTICLE IV.

#### Benefits Payable by the Trust

The Benefits to be paid by this Trust are to include the payment to, or the reimbursement of, all or a portion of the ~~premiums~~Benefits that are required to be paid by TMWA on behalf of a Participant who is covered under one or more of the Benefit Plans. The actual share of the total premiums required to be paid or reimbursed by ~~TMWA~~the Trust on behalf of a Participant classified as a Tier I Retiree is set forth in Exhibit "D-1" attached hereto. ~~If, and the amount actual share of the total~~ premiums required to be paid ~~by TMWA~~or reimbursed by the Trust on behalf of



a Participant classified as a Tier II Retiree is set forth in Exhibit "D-2" attached hereto. If the amount of the Benefits required to be paid by the Trust is modified by the CBA or resolutions adopted by TMWA, then ~~Exhibit~~Exhibits "D-~~is-1~~" and "D-2" are to be amended to reflect such changes. ~~Unless the Trustees determine otherwise, all premiums~~All Benefits required to be paid by this Trust for coverage of a Participant in a Benefit Plan will be paid ~~directly~~(i) to the company or institution that issues the Benefit Plan; or (ii) to the Participant to reimburse the Participant for his or her payment of the Benefits required to be paid by the Trust. The Trustees of this Trust may fund additional Benefits through this ~~Plan, without Trust, after amending this Plan~~the Trust, but only if such Benefits are authorized under the CBA, or resolutions adopted by TMWA, and are benefits which may be funded by a trust described in NRS Section 287.017.

## **ARTICLE V**

### **Contributions**

#### **5.1 Determination of Contribution:**

(a) This Trust shall be funded ~~by~~with contributions by Participants and/or TMWA, and all such contributions to the Trust, and any earnings on such contributions, shall be irrevocable and shall become the property of the Trust.

(b) Contributions to this Trust shall be made in accordance with, and in amounts prescribed by, the Benefit Plans and this Trust.

(c) TMWA ~~may~~shall annually commission actuarial studies that estimate the liabilities of the Benefit Plans in accordance with applicable law and with generally accepted accounting principles. TMWA shall notify the Trustees of the level of funding it expects to contribute to the Trust Fund.

5.2 Funding Policy: The policy of TMWA is that this Trust shall be funded by Participant and/or TMWA contributions. Such funding shall be determined pursuant to NAC 287.786(1) in a manner consistent with the Code and any other applicable laws and regulations, in accordance with generally accepted accounting principles, and on a sound actuarial basis.

5.3 To Whom Contributions are to be Paid: Contributions shall be paid to the Trustees and shall become a part of the Trust Fund. All contributions to the Trust Fund and any earnings thereon shall be used only to:

(a) Provide ~~for~~ Benefits to Participants in accordance with the terms of the CBA, resolutions adopted by TMWA, this Trust, and the Benefit Plans; and

(b) Pay the reasonable administrative expenses incident to the provision of those Benefits and expenses incurred in the administration of the Trust.

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5.4 Corpus of Trust: The Trust shall consist of contributions made to the Trust, together with investments and reinvestments of the proceeds thereof, and all earnings and profits thereon, if any, less any losses, and less any expenses charged and distributions made pursuant to the terms of the Trust.

5.5 Investment of Trust:

(a) In accordance with the purpose of the Trust Fund stated in NRS 287.017(2)(a), the Trust Fund shall invest monies for the purpose of funding all or a portion of the unfunded actuarial accrued liabilities associated with providing future ~~retirement welfare benefits~~ Benefits for Participants covered by the Benefit Plans. The Trust Fund may also be used to pay Benefits to current ~~retirement welfare benefits~~ Participants under the Benefit Plans.

(b) The investment of the assets of the Trust Fund shall be limited to the Retirement Benefits Investment Fund established pursuant to NRS 355.220 and authorized pursuant to NRS 287.017(2)(g)(1); provided however, that the Trustees may direct that the assets of the Trust Fund be invested on a short-term basis in any investment described in NRS 355.170 and authorized pursuant to NRS 287.017(2)(g)(2).

(c) All interest, earnings, dividends and distributions with respect to the investment of the Trust Fund, less any expenses charged with respect to such investments, must be deposited in the Trust Fund.

(d) The Trust Fund shall be maintained as a separate account and no other funds shall be co-mingled with the funds in the Trust Fund, except to the extent otherwise permitted by NRS 287.017(2)(h) and NAC 287.790(45).

(e) Trust Fund monies shall not be used to finance the debt of TMWA and shall not be available for loans to other funds of TMWA.

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## ARTICLE VI

### Payments From Trust

6.1 Payments Directed by TMWA: The Trustees must transfer funds from the Trust Fund to the account designated by TMWA upon the request of TMWA's governing body in accordance with the requirements of the Retiree Benefits Investment Board pursuant to NRS 355.220. The request must include:

(a) An explanation of how the proposed transfer will be used to fulfill the requirements of the Benefit Plans;

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(b) A copy of TMWA's approved budget reflecting the authorization of retirement benefits;

(c) Minutes of the meeting of TMWA's governing body during which the transfer was proposed; and

(d) The signature of the chairperson of the TMWA's governing body.

If the request and supporting documentation do not meet the criteria of this Section 6.1, the Trustees may delay transfer until TMWA's governing body corrects the request. Payments from the Trust may be made only to the extent that the ~~Benefit Plan benefits~~ Benefits for which such payment is made are benefits permitted under the NRS.

**6.2 Trust for Exclusive Benefit of Participants; Reversion Prohibited:** This Trust has been established for the exclusive benefit of those Retirees ~~and their Dependents~~ who are entitled to receive Benefits from this Trust pursuant to Article III. Under no circumstances shall any funds contributed to or held by the Trustees at any time revert to the benefit of TMWA, except upon termination of the Trust as provided in Article IX.

**6.3 Transfer of Trust Assets Permitted:** Notwithstanding Section 6.2 above, TMWA's governing body may amend the Benefit Plans to reserve the classification of Participants eligible for Benefits under the Trust, and terminate such Participants' participation in the Trust or transfer their coverage to another trust complying with the provisions of NRS 287.017 to the extent permitted under the CBA, or resolutions adopted by TMWA, and Code Section 115. In the event a classification of Participants is transferred to another such trust, the Trustees may determine the allocable portion of reserves held by the Trust attributable to such transferred Participants and authorize such portion of Trust assets be transferred to the new trust. Any such transferred Trust assets shall be used exclusively for the purpose of providing ~~health and welfare benefits~~ post-retirement Benefits to the Participants so transferred and similarly situated participants. Upon the transfer of such Participants, any and all right of such Participants ~~and their beneficiaries~~ under this Trust shall terminate, except as provided in the Benefit Plan, to the extent not inconsistent with the terms of this Trust, and except as otherwise required by law.

## **ARTICLE VII.**

### **Trustees - Appointment, Resignation, and Removal**

**7.1 Appointment Of Trustees:** The Trust shall be administered by three or more Trustees who shall be selected by the General Manager of TMWA and confirmed and approved by ~~the~~ TMWA's governing board, and such Trustees are to act in a fiduciary capacity for the beneficiaries of the Trust pursuant to NRS 287.017(2)(e) and NAC 287.~~788~~778(1)(a). No member of TMWA's governing body may be appointed as a Trustee. By signing this Trust, each Trustee hereby accepts the trusteeship and agrees to receive and hold the Trust solely for the uses and purposes set forth herein and solely in accordance with the terms hereof.

(a) Pursuant to Section 5.5(b), assets of the Trust Fund shall be invested in the Retirement Benefits Investment Fund established pursuant to NRS 355.220; provided, however, that the Trustees may direct that the assets of the Trust Fund be invested in investments established pursuant to NRS 355.170. As a result, TMWA's governing body shall appoint at least three but no more than five Trustees who must include:

- (i) At least one member who has a combination of education and experience of at least 5 (five) years in finance or economics;
- (ii) A public officer or employee of TMWA who manages its fiscal affairs; and
- (iii) A beneficiary of the Trust.

(b) A person appointed as a Trustee shall not have a substantial financial interest in the ownership or negotiation of securities or other financial instruments in which monies in the Trust Fund are invested.

(c) Each Trustee shall be appointed for a term of at least two years but not to exceed four years. However, TMWA's governing body may renew the term of any Trustee.

#### 7.2 Resignation, Removal and Substitution of Trustees:

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(a) Resignation and Removal: Any Trustee may resign at any time upon 30 days' written notice to TMWA's governing body. Any Trustee may be removed with or without cause at any time by TMWA's governing body upon 30 days' written notice to such Trustee. TMWA's governing body may remove a Trustee if the Trustee fails to attend two consecutive meetings or three meetings during a calendar year. Upon resignation or removal of any Trustee, TMWA's governing body shall appoint a successor Trustee who shall have the same powers and duties as are conferred upon the Trustees appointed under this Trust. TMWA's governing body may reappoint a Trustee and may alter the composition of the Trustees if required pursuant to Section 7.1.

(b) Successors' Liability: No successor Trustee shall be liable or responsible for any acts or defaults of his or her predecessor or any predecessor co-Trustees, or for any losses or expenses resulting from or occasioned by anything done or neglected to be done in the administration of the Trust prior to his or her appointment as Trustee, nor shall a successor Trustee be required to inquire into or take any notice of the prior administration of the Trust.

#### 7.3 Organization and Operation of Offices of Trustees:

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(a) The Trustees may adopt such procedures and regulations as they deem desirable for the conduct of their affairs.

(b) The Trustees shall select a Chairman and Vice Chairman from among their membership.

(c) The Chairman shall preside at all meetings of the Trustees. In case of the absence of the Chairman from any meeting of the Trustees or in case of the inability of the Chairman to act, the Vice Chairman shall perform the duties and acts authorized or required by the Chairman to be performed, as long as the inability of the Chairman to act may continue.

(d) TMWA's governing body shall provide the staff necessary to organize and notice meetings of the Trustees, take the minutes of the meetings, receive and disseminate financial reports of financial managers to the Trustees, and prepare financial reports and budgets for the Trustees.

(e) The Trustees shall meet quarterly or at the call of the Chairman whenever business is presented.

(f) A majority of the Trustees shall constitute a quorum of the Trustees for all purposes.

(g) All action by the Trustees at a meeting (and such meeting may be in person or a telephonic meeting) at which a quorum is present shall be by a majority of those present.

(h) Any action to be taken without a meeting (either in person or telephonically) of the Trustees must be approved in writing by all of the Trustees.

(i) Any action of the Trustees must be in writing.

(j) No item of business shall be considered at a meeting of the Trustees unless it shall first have been entered upon the agenda for that meeting, provided, however, that items not appearing on the agenda may be taken up with the approval of a majority of the Trustees present when it has been determined that the matter is an emergency as permitted under NRS Chapter 241.

(k) No member of the Trustees can bind the Trustees by word or action unless the Trustees have designated such member as the Trustees' agent for some specific purpose and for that purpose only.

(l) In the event of a deadlock in any vote of the Trustees with respect to the operation or administration of the Trust, then the matter at issue shall remain in status quo until the next meeting of the Trustees. If the Trustees do not resolve such deadlock among themselves prior to the next meeting of Trustees, the question or matter shall again be presented at such next meeting. If at such next meeting the Trustees shall still be deadlocked and remain so until such meeting be adjourned, then, upon written notice of any Trustee to the other Trustees, the Trustees shall, within 30 days after receipt of such notice by the Trustees, appoint an independent fiduciary solely for the purpose of deciding upon the deadlocked matter. Such independent fiduciary shall render its decision on the matter, which decision shall be implemented as if decided at a meeting of the Trustees.

(m) Any member of the Trustees may request a roll call vote of the Trustees, which shall be recorded in the minutes of the meeting.

## **ARTICLE VIII.**

### **Trustees – Duties and Powers**

8.1 **Duties and Powers of Trustees--In General:** Subject to the requirements imposed by law, the Trustees shall be fiduciaries who shall have all powers necessary or advisable to carry out the provisions of this Trust and all inherent, implied, and statutory powers now or subsequently provided by law and shall be subject to the duties imposed on fiduciaries under applicable law. The Trustees shall be responsible for the management and control of the Trust Fund. The Trustees shall formulate and execute appropriate investment policies to govern the Investment Plan of the Trust Fund consistent with the requirements of NRS 287.017 and ~~Sections~~ Section 5.5(b) or (e) of this Trust. The Trustees shall decide all questions arising in the administration, interpretation, and application of the Trust, except as may be reserved under this Trust to TMWA. In addition:

(a) As required by NRS 287.017(2)(e)(1), the Trust shall be administered in accordance with generally accepted accounting principles and actuarial studies applicable to the future provision of ~~benefits~~ Benefits to Participants;

(b) To the extent required by NRS 287.017(2)(f)(3) or any similar applicable regulation, the Trustees shall cause the Trust to be audited each Trust Year by an independent certified public accountant, and the results of such audit shall be reported to TMWA's governing body;

(c) As permitted by NRS 287.017, the Trust Fund assets may be pooled for the purposes of investment with the asset of any other employer and of any other trust fund established pursuant to NRS 287.017; provided, however, that each employer's interest in the Trust (1) is accounted for separately from the interest of any other employer, (2) is used to provide benefits only to the participants covered by the plan or plans of such employer; and (3) is not subject to the liabilities of any other employer.

(d) In accordance with NRS 287.017 and NAC 287.786(2), the Trustees shall annually submit a tentative budget to TMWA's governing body for its consideration, approval and inclusion in the tentative and final budgets of the TMWA's governing body. The tentative budget submitted by the Trustees must incorporate the amount of contributions to the Trust determined pursuant to NAC 287.786(1). TMWA's governing body may modify the Trustees' tentative budget at its discretion.

8.2 **Duties and Powers of Trustees--Investment:** To the extent permitted under NRS 287.017, the Trustees shall have the power to invest and/or reinvest any and all money or property of any description at any time held by them and constituting a part of the Trust, without previous application to, or subsequent ratification of, any court, tribunal, or commission, or any federal or state governmental agency, in such investments as are permitted under the express terms of this Trust.

None of the earnings of the Fund shall inure to the benefit of any Trustee or any private person, except that a Trustee or other individual may be a beneficiary of the Trust through

participation in ~~the~~ Benefit Plan. A Trustee shall not be interested, directly or indirectly, as principal, partner, agent or otherwise, in any contract or expenditure created by the Trustees, or in the profits or results thereof.

In addition, to the extent permitted under NRS 287.017 and as provided in NAC 287.790(1)(a), the Trustees shall have the following specific powers:

(a) To invest Trust assets in ~~the~~ “Retirement Benefits Investment Fund” established pursuant to NRS 355.220 and authorized pursuant to NRS 287.017(2)(g)(1) and Section 5.5(b); provided, however, that the Trustees may direct that the Trust assets be invested in investments established pursuant to NRS 355.170 and authorized pursuant to NRS 287.017(2)(g)(2) and Section 5.5(b).

(b) To collect and receive any and all money and other property of whatsoever kind or nature due or owing or belonging to the Trust Fund.

(c) To cause any securities or other property to be registered in, or transferred to, the individual names of the Trustees or in the name of one or more of their nominees, or to retain them in unregistered form, but the books and records of the Trust shall at all times show that all such investments are a part of the Trust Fund.

(d) To settle, compromise or submit to arbitration any claims, debts or damages due or owing to or from the Trust; to commence or defend suits or legal proceedings whenever, in its judgment, any interest of the Trust requires it; and to represent the Trust in all suits or legal proceedings in any court of law or equity or before any other body or tribunal, insofar as such suits or proceedings relate to any property forming part of the Trust Fund or to the administration of the Trust Fund.

(e) Generally, to do all acts, whether or not expressly authorized, which the Trustees deem necessary, but acting at all times according to the provisions of Nevada law to the extent permitted under NRS 287.017(2)(e), which provides the Trustees with all powers and duties that may be exercised by a nonprofit corporation under Nevada laws, but prohibits the Trust from borrowing money.

(f) To file any tax returns required of the Trust.

Notwithstanding the above, the Trustees may not deposit the assets of the Trust Fund in the Retirement Benefits Investment Fund established pursuant to NRS 355.220, unless the Trustees obtain an opinion from TMWA’s legal counsel that the investment of those Trust assets will not violate the provisions of Section 10 of Article 8 of the Constitution of the State of Nevada. Fiduciary responsibility for assets of the Trust Fund invested in the Retirement Benefits Investment Fund remains with the Trustees and not with the Retirement Benefits Investment Board. In addition, the Trustees have no authority to negotiate or otherwise determine the ~~benefits~~ Benefits afforded the ~~beneficiaries~~ Participants of the Trust Fund pursuant to the Benefit Plans.

8.3 Valuation of Trust Fund: As of the last day of each Trust Year, the Trustees shall determine the fair market value of all assets of the Trust Fund.

8.4 Advice and Assistance to Trustees: The Trustees may employ such staff and may contract for the provision of such management, investment and other services, including without limitation, the services of accountants, actuaries and investment managers, as the Trustees determine necessary for the administration of the Trust. In addition, the Trustees may retain and consult with legal counsel, who may be counsel for TMWA or the Trustees' own counsel with respect to the meaning or construction of the Trust or the Trustees' obligations or duties. The Trustees shall be protected from any responsibility with respect to any action taken or omitted by them in good faith pursuant to the advice of such counsel, to the extent permitted by law.

8.5 Records and Accounts of the Trustees: The Trustees shall keep a record of all the Trustees' proceedings and shall keep all such books of account records, and other data as may be necessary in the administration and conduct of this Trust, including records to reflect the affairs of this Trust, to determine the amount of the respective Participants' interests in the Trust Fund, and to determine the amount of all ~~benefits~~ Benefits payable under this Trust. Subject to the requirements of law, any person dealing with the Trustees may rely on, and shall incur no liability in relying on, a certificate or memorandum in writing signed by the Trustees as evidence of any action taken or resolution adopted by the Trustees. The Trustees' records and accounts shall be open to inspection by TMWA's governing body at all reasonable times during business hours. The books and records of the Trust shall be kept in accordance with generally accepted accounting principles and the end of the fiscal year of the Trust shall be the Trust Year. After the close of each year of the Trust, the Trustees shall render a statement of assets and liabilities of the Trust Fund for such year.

8.6 Fees and Expenses: The Trustees may be paid such reasonable compensation as provided pursuant to ~~Section NAC 287.784 of the NAC~~ Section NAC 287.784. In addition, the Trustees shall be reimbursed for any necessary and reasonable expenses, including reasonable counsel and accounting fees, as well as the expense of the audit required pursuant to NRS 287.017 and Section 8.1(b) of this Trust, incurred by the Trustees in the administration of the Trust Fund. Such compensation and expenses may be paid from the Trust Fund. All taxes of any kind that may be levied or assessed under existing or future laws upon, or in respect of, the Trust Fund or the income thereof shall be paid by the Trustees from the Trust Fund.

## **ARTICLE IX.**

### **Continuance, Termination, and Amendment of Trust**

9.1 Termination of Trust: This Trust shall continue in full force and effect for such time as may be necessary to accomplish the purposes for which it is created. The expectation of TMWA is to continue this Trust indefinitely, but the continuance of the Trust is not assumed as a contractual obligation by TMWA. TMWA's governing body reserves the right to terminate this Trust in whole or in part at any time, including the termination of its participation in this Trust.



9.2 Disposition of Trust Upon Termination: Upon the termination of the Trust, to the extent that the Trust assets are not transferred to a successor trust pursuant to Section 6.3, the Trustees shall hold the Trust Fund until it is completely exhausted by paying those ~~benefit~~Benefits provided under the Benefit Plans and paying the reasonable expenses of the Trust, including expenses incurred in the termination and liquidation of the Trust; provided, however, that upon the complete satisfaction of all obligations under the Benefit Plans and the satisfaction of all liabilities of the Trust, any remaining Trust Fund assets may be transferred to TMWA as determined by the Trustees and to the extent permitted by applicable law.

9.3 Amendments to Trust: At any time TMWA's governing body may amend this Trust for any purpose by delivering to the Trustees signed copies of such amendment. Such amendment shall be effective as of the date specified by TMWA's governing body, or if no date is specified, then on the first day of the next succeeding Trust Year.

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## **ARTICLE X.**

### **Miscellaneous**

10.1 Trust Not Subject to Creditors' Claims: No assignment of any ~~benefit~~Benefits under the Trust will be recognized or permitted; nor shall any such ~~benefit~~Benefits or any assets of the Trust Fund be subject to attachment, garnishment or the claims of any creditors of TMWA or any Participant or beneficiary of the Trust.

10.2 Text to Control: The headings of articles and sections are included solely for convenience of reference. If any conflict between any heading and the text of this Trust exists, the text shall control.

10.3 Severability: If any provision of this Trust is illegal, invalid or unenforceable for any reason, such illegality, invalidity or unenforceability shall not affect the remaining provisions. On the contrary, such remaining provisions shall be fully severable, and this Trust shall be construed and enforced as if such illegal, invalid or unenforceable provisions never had been inserted in the agreement.

10.4 Applicable Law: All questions, disputes or other issues relating to the Trust including but not limited to the interpretation, administration, operation and/or application of the Trust or its provisions shall be governed by the laws of the State of Nevada.

10.5 Changes in Governing Law: To the extent any provision in this Trust is included in compliance with the requirements of the NRS or the NAC, if any change to such requirement is made in the NRS or the NAC, this Trust Agreement shall be deemed to be amended to the extent required to reflect the corresponding change in the NRS or the NAC, provided that such deemed amendment does not cause the Trust to violate Code Section 115.

10.6 Execution in Counterparts. This Trust may be executed in two or more counterparts, each of which will be deemed an original, but all of which taken together will constitute one and the same agreement (and all signatures need not appear on any one counterpart), and this Trust will become effective when one or more counterparts has been signed by each party and delivered to the other party.

This Trust has been executed this \_\_\_\_ day of \_\_\_\_\_, 201\_\_.

**TRUCKEE MEADOWS WATER AUTHORITY**

By: \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

**TRUSTEES**

Printed Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_  
Signature: \_\_\_\_\_  
Date: \_\_\_\_\_

## EXHIBIT A-1

### BENEFIT PLANS FUNDED THROUGH TRUST FOR TIER I RETIREES

The Benefit Plans that ~~are to be funded by the Trust~~ Tier I Retirees may elect to participate in are to ~~initially~~ include the following:

~~1. Those group health plans currently offered to active employees of TMWA, which include a self-funded group health plan offered through the City of Reno, Nevada, and an exclusive provider organization group health plan offered through Hospital Health Plan. Retirees may elect coverage under either of the plans described in the preceding sentence. Both plans have full coordination of benefits integration with Medicare.~~

1. Those group health/medical plans (other than dental plans) offered to active employees of TMWA from time to time.

~~2. The group prescription drug plan currently offered to active employees of TMWA.~~

~~3.2. The group vision plan currently~~ (s) offered to active employees of TMWA from time to time.

3. The group visions plan(s) offered to active employees of TMWA from time to time.

~~4. 4. The group life insurance plans offered to retirees of TMWA~~ Tier I Retirees from time to time who enroll in ~~either of the~~ a group health-plans/medical plan described in paragraph 1. above. The amount of life insurance coverage currently available to ~~Retirees~~ currently a Tier I Retiree varies according to the Tier I Retiree's age as indicated below:

For Tier I Retirees –

Under age 70 – the maximum life insurance benefits available to a Tier I Retiree are equal to 1 times the ~~retiree's~~ Tier I Retiree's “Basic Annual Earnings,” (as defined in the life insurance plan) ~~rounded to the next highest \$1,000,~~ if not already a multiple of \$1,000, with a maximum benefit of 175,000.

Ages 70 to 74 – the maximum life insurance benefits available to a Tier I Retiree are equal to 50% of the retiree's Basic Annual Earnings, rounded to the next highest \$1,000, if not already a multiple of \$1,000.

Ages 75 or older – the maximum life insurance benefits available to a Tier I Retiree are equal to \$2,000.

Although a Tier I Retiree may elect coverage for himself or herself, the spouse of a Tier I Retiree, and other qualified dependents of a Tier I Retiree under TMWA's group dental plan(s), and may also elect coverage for his or her spouse or other qualified dependents under the group health/medical plans, group prescription plans, group vision plans, and group life insurance plans

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described above, the Tier I Retiree is to be responsible for 100% of the costs attributable to such coverages. Accordingly, the Trust does not fund any portion of the costs attributable to the coverages described in this paragraph.

## EXHIBIT A-2

### BENEFIT PLANS FUNDED THROUGH TRUST FOR TIER I RETIREES

The Benefit Plans that Tier II Retirees may elect to participate in are to include the following:

1. The Benefit Plans offered to Tier II Retirees will vary depending upon whether a Tier II Retiree has attained Medicare Eligibility Age as discussed below:

a. Benefit Plans Available to Tier II Retirees who have not Attained Medicare Eligibility Age. Those (i) group health/medical plans (other than dental plans), group prescription plans, and/or group vision plans offered to active employees of TMWA from time to time, (ii) those individual policies or plans that are procured by a Tier II Retiree that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree, and (iii) those group policies or plans offered by an employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree (other than TMWA) that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree. Tier II Retirees who have not attained Medicare Eligibility Age (currently age 65) may elect coverage under any of the plans described in this paragraph 1.a. Notwithstanding anything contained in this subparagraph 1.a. to the contrary, the term "Benefit Plans" shall not include a policy or plan offered by the employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree to the extent that the premiums are paid by such employer on a "pre-tax" basis, including, without limitation, a policy or plan offered by an employer under a Code Section 125 plan (commonly referred to as a "Cafeteria Plan").

At the time a Tier II Retiree attains Medicare Eligibility Age, and assuming that the Tier II Retiree continues to be eligible as a Participant under this Trust, the Tier II Retiree will then be eligible to participate in the Benefit Plans described in subparagraph 1.b. below.

b. Medical, Dental, Prescription, and/or Vision Benefit Plans Available to Tier II Retirees who have Attained Medicare Eligibility Age. Those (i) group health/medical plans (other than dental plans), group prescription plans, and/or group vision plans offered to active employees of TMWA from time to time, (ii) those individual policies or plans that are procured by a Tier II Retiree that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree, (iii) those Medicare Plans Part B and Part D, Medicare Supplemental Plans, Medicare Advantage Plans, Medicare Gap Plans that provide medical, dental, prescription and/or vision coverage for a Tier II Retiree, together with any current and future plans available to individuals eligible for Medicare coverage that are approved and authorized by the United States Department of Health and Human Services or its successor, and (iv) those group policies or plans offered by an employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree (other than TMWA) that provide medical, dental, prescription, and/or vision coverage to a Tier II Retiree. Tier II Retirees who have attained Medicare Eligibility Age (currently age 65) may elect coverage under any of the plans described in this subparagraph 1.b. Notwithstanding anything contained in this subparagraph 1.b. to the contrary, the term "Benefit Plans" shall not include a policy or plan offered by the employer of a Tier II Retiree or an employer of a spouse of a Tier II Retiree to the extent that the premiums are paid by such employer on a "pre-tax" basis, including, without

limitation, a policy or plan offered by an employer under a Code Section 125 plan (commonly referred to as a “Cafeteria Plan”).

2. The group life insurance plans offered to Tier II Retirees from time to time who enroll in a group health/medical plan offered by TMWA described in clause (i) of subparagraph 1.a or 1.b. above, as the case may be. The amount of life insurance coverage available to a Tier II Retiree varies according to the Tier II Retiree’s age as indicated below:

For Tier II Retirees –

Under age 70 – the maximum life insurance benefits available to a Tier II Retiree are equal to 1 times the Tier I Retiree’s “Basic Annual Earnings” (as defined in the life insurance plan rounded to the next highest \$1,000), if not already a multiple of \$1,000, with a maximum benefit of 175,000.

Ages 70 to 74 – the maximum life insurance benefits available to a Tier II Retiree are equal to 50% of the retiree’s Basic Annual Earnings, rounded to the next highest \$1,000, if not already a multiple of \$1,000.

Ages 75 or older – the maximum life insurance benefits available to a Tier II Retiree are equal to \$2,000.

Although ~~Retirees~~ a Tier II Retiree may elect coverage for ~~themselves and their qualified dependents under TMWA’s group dental plans, and may also elect coverage for his or her spouse or other~~ qualified dependents under the group health plans, group prescription plans, group vision plans, and group life insurance plans Benefit Plans described ~~above~~ in this Exhibit A-2, the Retirees are ~~currently~~ responsible for 100% of ~~these~~ the coverages ~~- attributable to a spouse or a qualified dependent of Tier II Retiree.~~ Accordingly, the Trust does not ~~currently~~ fund any portion of the ~~premiums~~ costs attributable to ~~these types of~~ coverage of any spouse or qualified dependent of a Tier II Retiree.

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## EXHIBIT B

### ELIGIBILITY REQUIREMENTS FOR RETIREE TO RECEIVE TRUST BENEFITS

To be eligible to become a Participant and receive ~~benefits~~Benefits from the Trust, a Retiree\_ must meet the following requirements:

1.-        The Retiree must be a ~~Transferred Employee~~Tier I Retiree or Tier II Retiree (as defined in Section 2.13 of Article II of the Trust).

2.-        The Retiree must receive monthly retirement payments under the Public Employees Retirement System ("PERS") of Nevada, and

3.-        The Retiree must complete such forms to enroll for Benefits from the Trust as the Trustees may require from time to time.

In addition, a Retiree who separated from service from TMWA prior to his or her retirement may receive ~~benefits~~Benefits from the Trust if TMWA was the Retiree's last public employer, the Retiree satisfies the requirements described in paragraphs 1. through 3. above, and the Retiree meets any requirements of NRS Section 287.045, but only to the extent that NRS Section 287.045 is applicable to Benefits provided by the Trust.

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## EXHIBIT C

### EVENTS CAUSING TERMINATION OF TRUST BENEFITS

A Participant's ~~benefits~~ Benefits received from the Trust shall cease upon the occurrence of the ~~earlier~~ earliest of the following events:

1.        The death of the Participant,

2.        The date the Participant's coverage under the Benefit Plans is cancelled for any reason whatsoever, including, without limitation, the failure of the Participant to pay his or her share of the premiums for coverage under the Benefit Plans, or the execution of an instrument permanently waiving coverage under the Benefit Plans and/or Benefits from the Trust, or

3.        The date this Trust is terminated.

In addition to the events causing termination of ~~benefits~~ Benefits described above, for "Tier II Retirees" only (as defined in Section 2.13 of this Trust), ~~benefits~~ Benefits under this Trust will be terminated if the Tier II Retiree becomes employed by another public employer in the State of Nevada.

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EXHIBIT D-1

TRUST BENEFITS TO BE PAID TO PARTICIPANTS  
CLASSIFIED AS TIER I RETIREES

The Benefits ~~payable to Participants under this Trust will vary depending upon whether the Participants is classified as a “Tier I Retiree” or a “Tier II Retiree,” as those terms are defined in Section 2.13 of this Trust.~~

A. ~~Benefits for Tier I Retirees. The maximum Benefits~~ to be paid by the Trust to or on behalf of Participants classified as Tier I Retirees shall be as follows:

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1. For Tier I Retirees with at least ten (10) years of combined full-time employment with Washoe County and/or TMWA, but less than fifteen (15) years of combined full-time employment with Washoe County and/or TMWA, the maximum Benefits payable by the Trust will be 50% of the premium attributable ~~for to the~~ coverage ~~of such Retirees~~ selected by a Tier I Retiree under the Benefit Plans described in Exhibit A-1.

2. For Tier I Retirees with at least fifteen (15) years of combined full-time employment with Washoe County and/or TMWA, but less than twenty (20) years of combined full-time employment with Washoe County and/or TMWA, the maximum Benefits payable by the Trust will be 75% of the premium -attributable ~~for to the~~ coverage ~~of such Retirees~~ selected by a Tier I Retiree under the -Benefit Plans described in Exhibit A-1.

3. For Tier I Retirees with twenty (20) or more years of combined full-time employment with Washoe County and/or TMWA, the maximum Benefits payable by the Trust will be 100% of the premium attributable ~~for to the~~ coverage of ~~such Retirees~~ selected by a Tier I Retiree under the Benefit Plans described in Exhibit A-1.

The ~~payments specified in subparagraphs A.1., A.2., and A.3. above~~ foregoing Benefits will be ~~made~~ provided to a Tier I Retiree in accordance with and are subject to all applicable laws in effect at the time of the retirement of the Tier I Retiree.

NOTE:---For those Tier I Retirees who were hired by Washoe County on or after January 13, 1981, ~~the provisions listed in paragraph A. above, are applicable except that in~~ in order to receive ~~such~~ the Benefits described in this Exhibit A-1, the Tier I Retiree must have been an employee of TMWA immediately prior to receiving Benefits from the Trust.

NOTE---In order for Tier I Retirees to be eligible to receive the Benefits listed in ~~paragraph this Exhibit A. above 1,~~ Tier I Retirees who have attained the Medicare Eligibility Age (currently age 65) during a Trust's Plan Year must enroll in and pay the cost of Medicare Part "A" and Medicare Part "B," or Medicare Part "C" coverage, and ~~they must enroll in and pay the cost of Medicare Part "A" and Medicare Part "B" coverage or, Medicare Part "C" coverage, and~~ the TMWA plans will become the secondary payer regardless of whether the retiree enrolls in the Medicare program or not. If the Medicare Eligibility Age is revised, the revised age is to be substituted for the current Medicare Eligibility Age of 65.

#### EXHIBIT D-2

##### TRUST BENEFITS TO BE PAID TO PARTICIPANTS CLASSIFIED AS TIER II RETIREES

The Benefits to be paid by the Trust to or on behalf of Participants classified as Tier II Retirees shall be as follows:

~~B.~~ 1. ~~Benefits for Tier II Retirees- who have not Attained Medicare Eligibility~~ Age. The maximum Benefits to be paid by the Trust to a Tier II ~~Retirees~~ Retiree who ~~have~~ has not attained Medicare Eligibility Age (currently age 65) is to be the same amount ~~of~~ as the premium paid for group health coverage by an employer for coverage of non-state employees under the Nevada State Public Employee Benefit Plan ("PEBP") Retiree Health Insurance ~~plan--~~ Plan. If the Medicare Eligibility Age is revised, the revised age is to be substituted for the current Medicare Eligibility Age of 65.

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By way of background, the 2003 Nevada Legislature passed legislation (AB286) that afforded public employees of Nevada political subdivisions the opportunity to enroll, upon their retirement, in the (PEBP) Retiree Health Insurance Plan.- The 2003 legislation also obligated public employers of said retirees who enrolled in the plan to pay a portion of the medical premium

on the retiree's behalf (the "Subsidy"). Tier II Retirees are entitled to receive this same Subsidy from the Trust towards their coverage under the Benefit Plans described in Exhibit A-2 rather than the PEBP Retiree Health Insurance Plan.

2. Benefits for Tier II Retirees who have Attained Medicare Eligibility Age. Tier II Retirees who have attained the Medicare Eligibility Age (currently age 65) or older will instead receive Benefits equal to the equivalent of the State of Nevada's Medicare Exchange Retiree HRA ~~contribution subsidy~~ Contribution Subsidy based upon the combined number of years of service with Washoe County and/or TMWA and must elect Medicare. ~~At that time, Medicare then becomes the primary carrier, and the Benefit Plans funded by this Trust are to become secondary.~~ If the Medicare Eligibility Age is revised, the revised age is to be substituted for the current Medicare Eligibility Age of 65. In order to receive the Benefits described in this paragraph, 2. the Tier II Retiree must be an employee of TMWA immediately prior to ~~drawing~~ receiving his or her ~~retirement benefits.~~ Benefits under the Trust.

NOTE: The PEBP non-State retiree subsidy ~~and described in paragraph 1. above and the~~ Medicare Exchange Retiree HRA Contribution ~~subsidy amounts~~ Subsidy described in paragraph 2. above are revised annually by the State of Nevada. In the event that these benefits are discontinued by the State of Nevada, then Tier II Retirees shall continue to receive the same ~~premium amount~~ Benefits that ~~they were~~ he or she was entitled to receive during the last year that ~~these~~ those benefits remained in effect.

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## Retirement Benefits Investment Fund

June 30, 2018

Returns

Asset Class	Market Value	Target Allocation	Actual Allocation	FYTD Return	One Year	3 Years	5 Years	10 Years	Since Inception (2008)
U.S. Stocks- S&P 500 Index	\$ 233,197,205	49.0%	50.8%	14.3%	14.3%	11.9%	13.4%	10.2%	9.1%
<b>Market Return</b>				<b>14.4%</b>	<b>14.4%</b>	<b>11.9%</b>	<b>13.4%</b>	<b>10.2%</b>	<b>9.1%</b>
Int'l Stocks- MSCI EAFE Index	\$ 94,145,566	21.0%	20.5%	7.1%	7.1%	5.2%	6.7%	3.2%	2.7%
<b>Market Return</b>				<b>6.8%</b>	<b>6.8%</b>	<b>4.9%</b>	<b>6.4%</b>	<b>2.8%</b>	<b>2.5%</b>
U.S. Bonds- U.S. Bond Index	\$ 130,133,377	30.0%	28.4%	-0.6%	-0.6%	1.0%	1.8%	3.3%	3.0%
<b>Market Return</b>				<b>-0.7%</b>	<b>-0.7%</b>	<b>1.0%</b>	<b>1.5%</b>	<b>3.0%</b>	<b>2.8%</b>
	\$ 1,476,616	0.0%	0.3%						
<b>Total RBIF Fund</b>	<b>\$ 458,952,764</b>	<b>100.0%</b>	<b>100.0%</b>	<b>8.4%</b>	<b>8.4%</b>	<b>7.3%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>6.4%</b>
<b>Market Return</b>				<b>8.2%</b>	<b>8.2%</b>	<b>7.3%</b>	<b>8.6%</b>	<b>7.0%</b>	<b>6.4%</b>



## STAFF REPORT

**TO:** Trustees of the §115 Other Post Employment Benefits (OPEB) Trust  
**FROM:** Jessica Atkinson, TMWA Human Resources Administrator  
**DATE:** October 8, 2018  
**SUBJECT:** Discussion and direction regarding meeting times and dates for 2019

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### **Recommendation**

TMWA staff recommends that the Board of Trustees provide input on the schedule proposed for the TMWA Other Post-Employment Benefits §115 Trust meetings as well as confirmation of meeting times.

### **Discussion**

The regular schedule for the TMWA Other Post-Employment Benefits §115 Trust meetings has traditionally been quarterly on the third Tuesday of the month.

Staff recommends continuing with the current reoccurring schedule as follows:

### **2019 Trustee Meeting Dates Proposed**

Tuesday, January 15	12:30 p.m.
Tuesday, April 16	12:30 p.m.
Tuesday, July 16	12:30 p.m.
Tuesday, October 15	12:30 p.m.