



**TRUCKEE MEADOWS WATER AUTHORITY**  
**Section §115 Other Post-Employment Benefit Plan & Trust**  
**Trustee Meeting**  
**AGENDA**  
**Tuesday July 21, 2020 at 12:30 p.m.**  
**Meeting Via Teleconference**

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MEMBERS OF THE PUBLIC MAY ATTEND TELPHONICALLY BY CALLING THE NUMBER LISTED BELOW.

NO PHYSICAL LOCATION IS BEING PROVIDED FOR THIS MEETING

(be sure to keep your phones on mute, and do not place the call on hold)

**Phone: (775) 325-5404**

**Meeting ID: 648428080#**

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 April 21, 2020 minutes. **(For Possible Action)**
5. Review of current PEBS subsidy calculations—Jessica Atkinson **(For Possible Action)**
6. Review of Actuarial Analysis – Sophie Cardinal\*
7. Review of Retirement Benefits Investment Fund (RBIF) performance review—Michele Sullivan\*
8. Trustee comments and requests for future agenda items\*
9. Public comment—limited to no more than three minutes per speaker\*
10. Adjournment **(For Possible Action)**

**NOTES:**

1. This meeting is being conducted pursuant to the Governor’s Declaration of Emergency Directive 006 (“Directive 006”) [http://gov.nv.gov/uploadedFiles/govnewnv.gov/Content/News/Emergency\\_Orders/2020/DeclarationofEmergencyDirective006reOML.3-21-20.pdf](http://gov.nv.gov/uploadedFiles/govnewnv.gov/Content/News/Emergency_Orders/2020/DeclarationofEmergencyDirective006reOML.3-21-20.pdf)
2. The announcement of this meeting has been electronically posted in compliance with NRS 241.020(3) and Directive 006 at <http://www.tmwa.com>, and NRS 232.2175 at <https://notice.nv.gov/>.
3. Pursuant to Directive 006, the requirement contained in NRS 241.020(3)(c) that physical locations be available for the public to receive supporting material for public meetings has been suspended. Staff reports and supporting material for the meeting are available on the TMWA website at <http://www.tmwa.com/meeting/> or you can contact Rosalinda Rodriguez at (775) 834-8294. Supporting material is made available to the general public in accordance with NRS 241.020(6).
4. 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.
5. Asterisks (\*) denote non-action items.
6. Pursuant to Directive 006, public comment, whether on action items or general public comment, may be provided without being physically present at the meeting by submitting written comments online on TMWA’s Public Comment Form ([tmwa.com/PublicComment](http://tmwa.com/PublicComment)) or by email sent to [boardclerk@tmwa.com](mailto:boardclerk@tmwa.com) prior to the Board opening the public comment period during the meeting. In addition, public comments may be provided by leaving a voicemail at (775)834-0255 prior to 4:00 p.m. on July 20th. Voicemail messages received will either be broadcast on the telephone call during the meeting or transcribed for entry into the record. Public comment is limited to three minutes and is allowed during the public comment periods. The Board may elect to receive public comment only during the two public comment periods rather than each action item.



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

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

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**DRAFT April 21, 2020 MINUTES**

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The meeting of the TMWA Section 115 Post-Retirement Medical Plan and Trust (Trust) Trustees was held on Tuesday, April 21, 2020 through a teleconference.

Michele Sullivan, Chairman, called the meeting to order at 12:30 p.m.

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

A quorum was present.

Voting Members Present:

Michele Sullivan  
Sandra Tozi  
Charles Atkinson  
Randall Van Hoozer

Voting Members Absent:

Members Present

Jessica Atkinson  
Rosalinda Rodriguez  
Gus Rossi  
Mike Venturino

Members Absent:

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 JANUARY 21, 2020 MINUTES

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the January 21, 2020 meeting minutes.**

5. REVIEW AND CONSIDERATION FOR APPROVAL OF REQUEST FOR REIMBURSEMENT OF PREMIUMS

Ms. Rodriguez presented a premium reimbursement request for supplemental coverage paid for through Social Security for a retiree.

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the reimbursement request for Senior Care Plus premiums paid for by the retiree.**

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

Ms. Sullivan reviewed the most recent RBIF performance review which ended December 31, 2019. Through the Fiscal Year to Date return (FYTD) it was 7.4% and was at 22.5% at the One Year point for the Market return. The assumption is conservative at 6% and based on the recent performance of the Market, the fund should be able to sustain the recent losses as it has historically had gains.

**For informational purposes only, no action required.**

7. TRUSTEE COMMENTS AND REQUESTS FOR FUTURE AGENDA ITEMS

RBIF investment

Actuarial analysis

Audit review

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

There was no public comment.

9. ADJOURNMENT

With no further business to discuss, Chairperson Sullivan adjourned the meeting at 12:41p.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:** July 8, 2020  
**SUBJECT:** **Review of proposal for Tier II Subsidy Schedule**

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### **Recommendation**

1. Approve the subsidy schedule for §115 tier II retirees under the age of 65 as presented in attachment 4 for fiscal year 2021.
2. Approve Exchange -HRA Table for §115 tier II retirees age 65 and older as presented in attachment 5 for fiscal year 2021.

### **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 new fiscal year and the new base subsidy amount. The FY21 base subsidy for the Statewide EPO/HMO Non-state Retirees and Survivors is \$413.60 (Attachment 1) for retiree only coverage. This subsidy rate has been applied to the PEBS State and Non-State Retiree Years of Service Subsidy Schedule (Attachment 2). Trustees should review and approve the subsidy table for FY21 (Attachment 4)

The PEBP has continued to publish a Medicare Exchange HRA Contribution Table (Attachment 3). Trustees should review and approve the contribution table for the current fiscal year (Attachment 5).

### **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 and Medicare Exchange Retire HRA Contribution Table 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). To calculate the subsidy using the adjustment table, a base subsidy amount is identified using the Statewide EPO/HMO Non-state Retirees and Survivors. 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.)

For §115 tier II retirees age 65 and older, the PEBP has continued to publish annually a Medicare Exchange – HRA Contribution Table. The FY2021-Exchange – HRA Contribution Table is included as attachment 3 and it is recommended that trustees approve this subsidy schedule for §115 tier II retirees age of 65 and older for fiscal year 2021.

We currently have two Tier II retirees; both are over the age of 65 and both request reimbursements from the trust. Once these new tables are approved by trustees will be eligible to receive reimbursements based on their years of service according the FY21 schedule.

## Plan Year 2021 Rates July 1, 2020 – June 30, 2021

### Non-State Retiree and Survivor Rates (Non-Medicare)

Monthly Rates Effective July 1, 2020 – June 30, 2021	Statewide PPO				Statewide EPO/HMO			
	Consumer Driven Health Plan (CDHP-PPO)				Premier Plan (EPO) and Health Plan of Nevada (HPN-HMO)			
	Unsubsidized Rate	Base Subsidy	SB552 Supp Subsidy	Participant Premium	Unsubsidized Rate	Base Subsidy	SB552 Supp Subsidy	Participant Premium
Retiree only	\$1,022.49	\$644.28	\$144.62	<b>\$233.59</b>	\$813.22	\$413.60	-	<b>\$419.79</b>
Retiree + Spouse	\$1,996.52	\$1,057.51	\$385.17	<b>\$553.84</b>	\$1,606.23	\$658.68	-	<b>\$994.97</b>
Retiree + Child(ren)	\$1,667.99	\$918.68	\$386.65	<b>\$362.66</b>	\$1,242.97	\$552.24	-	<b>\$705.57</b>
Retiree + Family	\$2,642.03	\$1,331.91	\$627.21	<b>\$682.91</b>	\$2,035.97	\$797.32	-	<b>\$1,280.76</b>
Surviving/Unsubsidized Dependent	\$1,022.49	-	-	<b>\$1,022.49</b>	\$813.22	-	-	<b>\$813.22</b>
Surviving/Unsubsidized Spouse + Child(ren)	\$1,667.99	-	-	<b>\$1,667.99</b>	\$1,242.97	-	-	<b>\$1,242.97</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 2021 State and Non-State Retiree Years of Service Subsidy](#) table on page 9. 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. Non-state 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 Subsidy or Base Subsidy. Non-State retirees who were initially hired on or after January 1, 2012 do not receive a Years of Service Subsidy or Base Subsidy. For those retirees on the PEBP PPO, EPO or HMO plan who are enrolled in Medicare Part B, subtract an additional \$135.50 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 PEBP in the future, the retirees described above must also leave the program.

## Plan Year 2021 Rates July 1, 2020 – June 30, 2021

### State and 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 pages.
- 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.
- Employees hired **after January 1, 2010** who retire with fewer than 15 years of service, and who are not disabled, do not receive a years of service subsidy.
- Employees who were initially hired **on or after January 1, 2012** do not receive a years of service subsidy or Exchange HRA.

PY21 Retirees Enrolled in the PPO/EPO/HMO Plan	
Years of Service	Subsidy
5	+358.61
6	+322.75
7	+286.89
8	+251.03
9	+215.17
10	+179.31
11	+143.45
12	+107.58
13	+71.72
14	+35.86
15 (base)	-
16	-35.86
17	-71.72
18	-107.58
19	-143.45
20	-179.31



## Plan Year 2021 Rates July 1, 2020 – June 30, 2021

### Medicare Exchange Retiree HRA Contribution

- Exchange participants who retired **before January 1, 1994**, receive the 15 year (base) HRA contribution.
- Exchange participants who retired **on or after January 1, 1994** receive the HRA contribution that corresponds to the number of years the retiree worked for a Nevada public entity.
- 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 an HRA contribution.
- Those retirees who were initially hired **on or after January 1, 2012** do not receive an Exchange HRA.

### PY21 Monthly Dental Rates

Exchange - Monthly HRA Contribution Medicare Retirees Enrolled in Via Benefits	
Years of Service	Contribution
5	+65.00
6	+78.00
7	+91.00
8	+104.00
9	+117.00
10	+130.00
11	+143.00
12	+156.00
13	+169.00
14	+182.00
15 (base)	+195.00
16	+208.00
17	+221.00
18	+234.00
19	+247.00
20	+260.00

Plan Year 2021 Dental Premium	State Retiree	Non-State Retiree
Retiree Only	\$40.44	\$41.67
Retiree + Spouse/DP	\$80.87	\$83.33
Surviving/Unsubsidized Spouse/DP	\$40.44	\$41.67

## State and Non-State Retirees - Plan Year 2021 Rates

Base Subsidy Retiree Only Statewide EPO/HMO

**\$ 413.60**

YOS	ADJUSTMENT	TOTAL SUBSIDY
5	\$ 358.61	\$ 54.99
6	\$ 322.75	\$ 90.85
7	\$ 286.89	\$ 126.71
8	\$ 251.03	\$ 162.57
9	\$ 215.17	\$ 198.43
10	\$ 179.31	\$ 234.29
11	\$ 143.42	\$ 270.18
12	\$ 107.58	\$ 306.02
13	\$ 71.72	\$ 341.88
14	\$ 35.86	\$ 377.74
15	\$ -	\$ 413.60
16	\$ (35.86)	\$ 449.46
17	\$ (71.72)	\$ 485.32
18	\$ (107.58)	\$ 521.18
19	\$ (143.45)	\$ 557.05
20	\$ (179.31)	\$ 592.91

**Exchange -HRA Contribution for Medicare Retirees Enrolled in the  
Medicare Exchange - Plan Year 2021**

<b>YOS</b>	<b>CONTRIBUTION</b>
5	\$ 65.00
6	\$ 78.00
7	\$ 91.00
8	\$ 104.00
9	\$ 117.00
10	\$ 130.00
11	\$ 143.00
12	\$ 156.00
13	\$ 169.00
14	\$ 182.00
15	\$ 195.00
16	\$ 208.00
17	\$ 221.00
18	\$ 234.00
19	\$ 247.00
20	\$ 260.00

# Retirement Benefits Investment Fund

March 31, 2020

Performance

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	\$ 267,392,646	50.5%	50.5%	-10.8%	-7.0%	5.1%	6.7%	10.5%	7.6%
<b>Market Return</b>				<b>-10.8%</b>	<b>-7.0%</b>	<b>5.1%</b>	<b>6.7%</b>	<b>10.5%</b>	<b>7.6%</b>
Int'l Stocks- MSCI World x US Index	\$ 116,216,498	21.5%	22.0%	-17.5%	-14.3%	-1.6%	-0.4%	3.0%	0.8%
<b>Market Return</b>				<b>-18.0%</b>	<b>-14.9%</b>	<b>-2.0%</b>	<b>-0.7%</b>	<b>2.7%</b>	<b>0.6%</b>
U.S. Bonds- U.S. Bond Index	\$ 145,828,991	28.0%	27.5%	9.9%	13.2%	5.8%	3.7%	3.9%	4.0%
<b>Market Return</b>				<b>9.9%</b>	<b>13.2%</b>	<b>5.8%</b>	<b>3.6%</b>	<b>3.8%</b>	<b>3.8%</b>
	\$ 57,434	0.0%	0.0%						
<b>Total RBIF Fund</b>	<b>\$ 529,495,569</b>	<b>100.0%</b>	<b>100.0%</b>	<b>-6.3%</b>	<b>-2.6%</b>	<b>4.2%</b>	<b>4.6%</b>	<b>7.2%</b>	<b>5.5%</b>
<b>Market Return</b>				<b>-6.7%</b>	<b>-3.0%</b>	<b>4.0%</b>	<b>4.4%</b>	<b>7.1%</b>	<b>5.5%</b>