

Post-Retirement Medical Plan & Trust

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



April 20, 2021 MINUTES

The meeting of the TMWA Post-Retirement Medical Plan and Trust (Trust) Trustees was held on Wednesday, April 20, 2021 via Teleconference.

Michele Sullivan, Chairman, called the meeting to order at 1:31 P.M.

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

A quorum was present.

Voting Members Present:

Michele Sullivan
Juan Esparza
James Weingart
Steve Enos

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

Ms. Sullivan advised that Agenda item 13 listed as informational but should have been an action item.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the agenda with the noted revision that Agenda item 13 should be for action.

4. APPROVAL OF THE JANUARY 19, 2021 MINUTES

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the January 19, 2021 minutes (formal documentation of meeting cancelation due to not having a quorum).

5. APPROVAL OF THE JANUARY 26, 2021 MINUTES

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the January 26, 2021 minutes.

6. APPROVAL OF THE FEBRUARY 10, 2021 MINUTES

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the February 10, 2021 minutes.

7. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE JOAN SHAFFER

Ms. Rodriguez presented the benefits calculation for Joan Shaffer. Ms. Shaffer will retire on 06/01/2021 and is requesting trust benefits beginning on 07/01/2021. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. She has elected to continue on TMWA coverage as Retiree Only for medical, dental, and vision coverages. Ms. Shaffer has elected to have any remaining premium balance paid from her RHS or PERS check.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the benefits calculation for Joan Shaffer.

8. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE MARK PATTERSON

Ms. Rodriguez presented the benefits calculation for Mark Patterson. Mr. Patterson will retire on 07/01/2021 and is requesting trust benefits beginning on 08/01/2021. Ms. Atkinson met with the retiree and confirmed the information on the benefit calculation form. Mr. Patterson has elected to continue on TMWA coverage as Retiree and Spouse for medical, dental, and vision coverages. Mr. Patterson has elected to have any remaining premium balance paid from his RHS or PERS check.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the benefits calculation for Mark Patterson.

9. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE GREG PERALTA

Ms. Rodriguez presented the benefits calculation for Greg Peralta. Mr. Peralta will retire on 07/14/2021 and is requesting trust benefits beginning on 08/01/2021. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Peralta has elected to continue on TMWA coverage as Retiree and Spouse for medical, dental, and vision coverages. Mr. Peralta has elected to have any remaining premium balance paid from his RHS or PERS check.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the benefits calculation for Greg Peralta.

10. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE BRIAN LUCZKOW

Ms. Rodriguez presented the benefits calculation for Brian Luczkow. Mr. Luczkow will retire on 07/11/2021 and is requesting trust benefits beginning on 08/01/2021. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Luczkow has elected to continue on TMWA coverage as Retiree and family for medical, dental, and vision coverages. Mr. Luczkow has elected to have any remaining premium balance paid from his RHS or PERS check.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the benefits calculation for Brian Luczkow.

11. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE CHARLES SCARBOROUGH

Ms. Rodriguez presented the benefits calculation for Charles Scarborough. Mr. Scarborough will retire on 06/4/2021 and is requesting trust benefits beginning on 07/01/2021. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Scarborough has elected to continue on TMWA coverage as Retiree and Spouse for medical, dental, and vision coverages. Mr. Scarborough has elected to have any remaining premium balance paid from his RHS or PERS check.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the benefits calculation for Charles Scarborough.

12. REVIEW AND CONSIDERATION FOR APPORVAL OF REQUEST(S) FOR REIMBURSEMENT OF PREMIUMS

Ms. Rodriguez presented a reimbursement request received for Medicare premiums, RX coverage and Medicare supplement plan paid directly by the retiree.

Upon motion made and seconded, and carried by unanimous consent by the trustee's present, the reimbursement request for Medicare, RX coverage, and Medicare Supplemental plan premiums paid for directly by the retiree, were approved

Ms. Rodriguez presented a reimbursement request received for United Healthcare supplemental coverage and RX coverage paid for directly by the retiree.

Upon motion made and seconded, and carried by unanimous consent by the trustee's present, the reimbursement request for United Healthcare, and RX coverage, and plan premiums paid for directly by the retiree, were approved

Ms. Rodriguez presented a reimbursement request received for Medicare Part B, paid for through Social Security.

Upon motion made and seconded, and carried by unanimous consent by the trustee's present, the reimbursement request for Medicare premiums paid for through Social Security, were approved

Ms. Rodriguez presented a reimbursement request received for Blue Cross Blue Shield, Metlife, and VSP premiums paid for directly by the retiree.

Upon motion made and seconded, and carried by unanimous consent by the trustee's present, the reimbursement request for Blue Cross Blue Shield, Metlife, and VSP premiums paid for directly by the retiree were approved

13. PRESENTATION AND DISCUSSION REGARDING ELIGIBILITY TO CONTINUE ON PLANS OFFERED BY TMWA AND VEBA PLAN DOCUMENT LANGUAGE RELATED THERETO AND POSSIBLE DIRECTION TO STAFF

Ms. Atkinson advised that staff recently received an inquiry from an employee considering retirement options asking about premium payment options. Based on this retiree's age, his preference is to defer enrolling in NV PERS to avoid an age penalty. The premium payment policy approved by trustees allows only for premiums to be paid via NV PERS or a Retiree's RHS account. Neither of which will apply to this retiree if indeed enrollment in NV PERS is delayed.

In researching this issue further, staff became aware of language in the Nevada Revised Statutes (NRS) 287.023 as well as in the health plan documents that require a retiree to be enrolled in PERS to continue on TMWA's insurance plan.

Sections 4.1.2, 4.1.3, 4.1.4(a), and 4.1.4(b), of the VEBA document conflict with both the NRS and TMWA's health plan eligibility requirements.

4.1.2 – Specific Post Retirement Benefits for Health Plan Coverage for MPAT Employees. “A participant who was an MPAT Employee at his or her Retirement Date may elect coverage under the Health Plans that are made available to TMWA's active employees who are entitled to receive health and life benefits.”

4.1.3 – “All IBEW 1245 Employees hired on or after January 1, 1998, and “IBEW Transfer Employee's Receiving Sierra Plan Benefits” hired before January 1, 1998, are entitled to receive Post-Retirement Benefits for coverage under the Health Plans made available to Benefited Employees of TMWA or other Health Plans as described in Section 2.5.”

4.1.4 (a) – “A Participant who was an IBEW Transfer Employee, was hired by Sierra before January 1, 1998 and is at least age 55 and under age 65 on his or her retirement date, is entitled to receive Post-Retirement benefits only for coverage under a Health Plan that is offered by TMWA to its benefited employees until the Plan Year in which the Participant attains age 65.”

4.1.4 (b) – “A Participant who was an IBEW Transfer Employee, was hired by Sierra before January 1, 1998 and is age 65 or over on his retirement date, is eligible to receive Post-Retirement benefits for coverage under Health Plans offered by TMWA to its benefited employees...”

Ms. Atkinson recommended further review and revision of the VEBA document to ensure that there is no conflicting language. Ms. Atkinson also recommended trustees discuss implications of the NRS and health plan language on the intent of the benefits to be provided to retirees and determine if other changes may be necessary.

Trustee’s discussed Ms. Atkinson’s recommendation and agreed that this should be reviewed and that the VEBA document should be revised to ensure there is no conflicting language with regards to the entire document, so no further revisions are needed. It was determined that a sub committee would meet Human resources staff and Trustee’s Juan Esparza and Steve Enos as they may have insight to the document’s original intent. Once a draft is ready for review it will be brought before trustee’s for review and approval to then be presented for approval before the TMWA Board of Trustees.

Upon motion made and seconded, and carried by unanimous consent by the trustee’s present, appointed a subcommittee with the HR Staff and trustee’s Juan Esparza and Steve Enos to discuss the original intent and come back with a recommendation for revisions and options.

14. PRESENTATION AND DISCUSSION REGARDING REINSTATEMENT OF INSURANCE BY RETIRED PUBLIC OFFICER OR EMPLOYEE OR SURVIVING SPOUSE PER NEVADA REVISED STATUTE 287.45

Ms. Rodriguez reviewed the Nevada Revised Statutes (NRS) 287.023, and NRS 287.0475 that had been previously mentioned in Agenda item 13. TMWA has historically provided information to potential retirees NRS 287.0475 relating to rejoining the health plan only on even numbered years. After researching it was found the correct NRS applicable to retiree’s is NRS 287.025.

Ms. Atkinson advised there is no significant impact with misquoting the correct Nevada Revised Statute. Ms. Atkinson advised that a request was sent to the City of Reno to confirm if they were enforcing NRS 287.025, as of this time we are still waiting for confirmation from them.

This is being brought to the board for informational purposes in general and due to the implications, this has on Agenda Item 13.

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

Ms. Sullivan reviewed the last RBIF report dated December 31, 2020. The total RBIF current Fiscal Year to date (FYTD) return is 15.9%. Market is doing very well and the overall return rate of 7.5% is good as a 6% has been historically earned.

16. TRUSTEE COMMENTS AND REQUEST FOR FUTURE AGENDA ITEMS*

RBIF

Reimbursement Request

Actuarial Analysis

17. PUBLIC COMMENT

There was no public comment.

18. ADJOURNMENT

With no further business to discuss, Chairman Sullivan adjourned the meeting at 1:50 PM.

Minutes were approved by the Trustees in session on July 20, 2021.

Respectfully Submitted,

Rosalinda Rodriguez, Recording Secretary