

**Post-Retirement Medical Plan & Trust**

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



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**October 19, 2021 MINUTES**

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The meeting of the TMWA Post-Retirement Medical Plan and Trust (Trust) Trustees was held on Tuesday, October 19, 2021.

Michele Sullivan, Chairman, called the meeting to order at 12:58 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

Rosalinda Rodriguez  
Gus Rossi

Members Absent:

Jessica Atkinson  
Mike Venturino

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 JULY 20, 2021 MINUTES

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the July 20, 2021 minutes.**

5. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE JOHN WOODS

Ms. Rodriguez presented the benefits calculation for John Woods. Mr. Woods will retire on January 12, 2022, with a benefit effective date of February 1, 2022. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Woods has elected to continue on TMWA coverages as a Retiree + Spouse for medical dental and vision coverages. Mr. Woods has elected for 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 John Woods.**

6. REVIEW AND APPROVAL OF POST-RETIREMENT MEDICAL PLAN & TRUST CALCULATIONS FOR TMWA RETIREE BRADLEY CHASE

Ms. Rodriguez presented the benefits calculation for Bradley Chase. Mr. Chase will retire on December 03, 2021 and is requesting trust benefits beginning on January 1, 2022. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Chase has elected to continue on TMWA coverage as Retiree and Spouse for medical, dental, and vision coverages. Mr. Chase 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 Bradley Chase.**

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

Ms. Rodriguez presented the benefits calculation for Todd Milich. Mr. Milich will retire on January 18, 2022 and is requesting trust benefits beginning on February 1, 2022. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Milich has elected not to continue on TMWA coverage at this time. He will submit for reimbursement at a later time. He is accepting the benefit as is. He is eligible for Life Insurance.

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the benefits calculation for Todd Milich.**

8. REVIEW AND CONSIDERATION FOR APPROVAL OF REQUEST(S) FOR REIMBURSEMENT OF PREMIUMS

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

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

Ms. Rodriguez presented a second reimbursement request received for Medicare premiums, paid through Social Security.

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

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

**Upon motion made and seconded, and carried by unanimous consent by the trustee's present, the reimbursement request for United Healthcare paid for directly by the retiree through AARP, were approved**

Ms. Rodriguez presented a reimbursement request received for supplemental United Health Care 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 United Healthcare paid for directly by the retiree.**

Ms. Rodriguez presented a reimbursement request received for Medicare paid for through Social Security and United Health Care 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 Medicare premiums paid for through Social Security and for United Health care premiums paid for directly by the Retiree were approved**

Ms. Rodriguez presented a reimbursement request received for Medicare, RX part D, and Medicare supplement paid 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 Medicare, RX part D, and Medicare Supplemental premiums paid for directly by the retiree are 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 Part B paid for through Social Security were approved**

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

Ms. Sullivan advised that the last RBIF to review is dated June 30, 2021. The Fiscal Year to Date return is 27.5% and the Market return year to date is 26.9%. The total RBIF fund return since inception is currently 8%, which is doing very well as we use an assumption of a 6% return as that is what has been historically earned.

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

10. DISCUSSION AND POSSIBLE TRUSTEE DIRECTION REGARDING MEETINGS BEING HELD ONLY IN PERSON OR A HYBRID OPTION (VIRTUAL AND IN PERSON) AND DATE AND TIMES FOR 2022

Ms. Rodriguez reviewed the proposed dates for calendar year 2022:

Tuesday January 18, 2022

Tuesday April 19, 2022

Tuesday July 19, 2022

Tuesday October 18, 2022

Held at the same time they have been scheduled for at 1:00 PM

Ms. Rodriguez requested Trustee direction for Staff on whether meetings should be held in person only or if they should be scheduled as a Hybrid (virtual or in person attendance options).

The Trustees present discussed and determined that the future meetings should be held as a hybrid model so those who can attend in person can but also have a virtual option available.

**Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved that future meetings be scheduled as Hybrid options beginning in the 2022 calendar year with the proposed date and times**

11. UPDATE REGARDING STATUS OF TRUST DOCUMENT REVISIONS

During the April 20, 2021 trust meeting, Ms. Atkinson advised that staff had received an inquiry from an employee considering retirement options asking about premium payment options. Based on this retiree's age, his preference was 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 had during that meeting 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 subcommittee would meet, this committee would consist of 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 trustees for review and approval to then be presented for approval before the TMWA Board of Trustees.

As of the April meeting, trustee members Steve Enos, and Juan Esparza, along with HR Manager, Jessica Atkinson and HR Coordinator Rosalinda Rodriguez, met to review the current VEBA plan and discuss the original intent of the plan. An agenda item will be added for the next Trustee Meeting and the outcome of the subcommittee meeting will be presented.

**As of the July 20, 2021 meeting, there is no update to this item.**

**This was for informational purposes only, no action required.**

12. TRUSTEE COMMENTS AND REQUEST FOR FUTURE AGENDA ITEMS\*

Budget

RBIF

Reimbursement Requests

Trust document revision update if available

13. PUBLIC COMMENT

There was no public comment.

14. ADJOURNMENT

With no further business to discuss, Chairman Sullivan adjourned the meeting at 1:15 PM.

Minutes were approved by the Trustees in session on 01/18/2022.

Respectfully Submitted,

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Rosalinda Rodriguez, Recording Secretary