

Post-Retirement Medical Plan & Trust

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



April 19, 2022 MINUTES

The meeting of the TMWA Post-Retirement Medical Plan and Trust (Trust) Trustees was held on Tuesday, April 19, 2022 in person and through teleconference.

Matthew Bowman, Chairman, called the meeting to order at 01:01 P.M.

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

A quorum was present.

Voting Members Present:

Matt Bowman
Juan Esparza
James Weingart-Virtual
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. DISCUSSION AND REQUEST TO APPOINT TMWA SECTION 501-C-9 POST-RETIREMENT MEDICAL PLAN AND TRUST TRUSTEE CHAIRPERSON BASED ON RESIGNATION OF PREVIOUS CHIEF FINANCIAL OFFICER

Ms. Rodriguez advised that the General Manager had appointed Matthew Bowman as a trustee to the § 501-c-9 Post Retirement Medical Plan and Trust through December 31, 2022, and that the TMWA board confirmed the appointment during the March 16, 2022 meeting.

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the appointment of Trustee Matthew Bowman to Chairperson through December 31, 2022.

5. APPROVAL OF THE JANUARY 18, 2022 MINUTES

Upon motion made and seconded, and carried by unanimous consent of the Trustees present, the Trustees approved the January 18, 2022 minutes.

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

Ms. Rodriguez presented the benefits calculation for Pat Nielson. Mr. Nielson will retire on June 03, 2022, with a benefit effective date of July 1, 2022. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Nielson has elected to continue on TMWA coverages as a Retiree only Medical and Retiree and Spouse for dental and vision coverages. Mr. Nielson 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 Pat Nielson.

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

Ms. Rodriguez presented the benefits calculation for Lisa Simcoe. Ms. Simcoe will retire on July 05, 2022, with a benefit effective date of August 1, 2022. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Ms. Simcoe has elected to accept the benefit calculation as is and will be enrolling in other group health coverages and submit for reimbursement in the future.

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

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

Ms. Rodriguez presented the benefits calculation for Brent Eisert. Mr. Eisert will retire on August 02, 2022, with a benefit effective date of September 1, 2022. Ms. Rodriguez met with the retiree and confirmed the information on the benefit calculation form. Mr. Eisert has elected to continue on TMWA coverages as a Retiree only for dental and vision coverages. Mr. Eisert 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 Brent Eisert.

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

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

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

Ms. Rodriguez presented a reimbursement request for United Healthcare 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 Health Care premiums paid for directly by the retiree were approved

Ms. Rodriguez presented a reimbursement request received for Medicare premiums paid for directly by the retiree 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 directly by the retiree through Social Security was approved

Ms. Rodriguez presented a reimbursement request received for Medicare premiums, Supplemental coverage through AARP Health care and Anthem 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 premiums, Supplemental coverage through AARP Health care, and Anthem paid for directly by the retiree were approved.

Ms. Rodriguez presented a reimbursement request for Medicare Premiums, supplemental coverage through Humana, and AARP United Healthcare 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, supplemental coverage through Humana, and AARP United Healthcare paid for directly by the retiree were approved.

Ms. Rodriguez presented a reimbursement request for Medicare part B paid for through Social Security 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 by the retiree was approved.

Ms. Rodriguez presented a reimbursement request for Medicare premiums paid for through Social Security and for United Healthcare 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 Healthcare premiums paid for directly by the retiree were approved.

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

Mr. Bowman reviewed the RBIF dated December 31, 2021. The FYTD return was 17.1 %, there is an expected change in the next report based on the market's performance.

For informational purposes only, no action required.

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..."

During that meeting, 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 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 January 18, 2022, meeting, there is no update to this item. This is still pending and once an update is available it will be brought to the trustees.

This was for informational purposes only, no action required.

12. TRUSTEE COMMENTS AND REQUEST FOR FUTURE AGENDA ITEMS*

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 1:22 PM.

Minutes were approved by the Trustees in session on 7/19/2022.

Respectfully Submitted,

Rosalinda Rodriguez, Recording Secretary