



THE POWER OF PEOPLE



2022 Annual Hospital-Medical Plan Report

NPPD Board of Directors Meeting & Customer & Support Services Committee
April 2023

Brenda Sanne, Total Rewards Manager



Annual Report Purpose

In accordance with provisions of the Political Subdivision Self-Funding Act...

- **Governing body of plan sponsor shall approve an annual report showing:**
 - Beginning balance of fund
 - Deposits and expenses of fund
 - Actuarially determined reserve required to be maintained in fund

Active Employees (\$ in 000's)

Activity for the Year	2022	2021	As of December 31,	2022	2021
Additions:			Plan Assets:		
Premiums	\$ 34,751	\$ 34,265	Cash and Equivalents	\$ 3,048	\$ 2,106
Net Investment Income	64	1	Receivables (Payables)	60	803
Total	34,815	34,266	Total	\$ 3,108	\$ 2,909
Deductions:			Required Reserve¹:		
Claims and Expenses	34,616	34,182		\$ 3,108	\$ 2,909
Reserve Adjustment ¹	199	84			
Total	34,815	34,266			
Change in Net Position	-	-			
January 1, Beginning Balance	-	-			
December 31, Ending Balance	\$ -	\$ -			

¹Required Reserve was \$3,108,000, \$2,909,000 and \$2,825,000 as of December 31, 2022, 2021 and 2020, respectively.

Post-Employment Medical and Life Benefits Plan





Changes in Fiduciary Net Position (\$ in 000's)

	<u>2022</u>	<u>2021</u>
Additions:		
Contributions	\$ 6,294	\$ 28,283
Net Investment Income (loss)	(65,647)	46,479
Total	<u>(59,353)</u>	<u>74,762</u>
Deductions:		
Healthcare Benefits ¹	16,598	15,493
Life Insurance Benefits	269	218
Other Expenses	212	259
Total	<u>17,079</u>	<u>15,970</u>
Increase in Net Position	(76,432)	58,792
January 1, Beginning Balance	<u>402,342</u>	<u>343,550</u>
December 31, Ending Balance	<u><u>\$325,910</u></u>	<u><u>\$402,342</u></u>

¹ Healthcare benefits include self-insured claims/expenses, insurance for coverage for Medicare-eligible members, and benefits from Retiree Reimbursement Accounts.

NPPD Benefits Scorecard

Year	Benefit	2019	2023
2023	Increased contributions to Health Savings Accounts	At or below benchmark	Meets or exceeds benchmark
2023	Waived employee increase on hospital/medical plan premiums	Benefit not offered	Meets or exceeds benchmark
2022	Reduced Short-Term Disability premiums	At or below benchmark	Meets or exceeds benchmark
2022	Added a Critical Illness Plan	Benefit not offered	Meets or exceeds benchmark
2022	Added a Hospital Indemnity Plan	Benefit not offered	Meets or exceeds benchmark
2021	Changed Employer / Employee Cost Share for hospital/medical plan premiums from 80/20 to 85/15	At or below benchmark	Meets or exceeds benchmark
2021	Added a new Post-Retirement Health Care Benefit	Benefit not offered	Meets or exceeds benchmark
2020	Increased Medical Leave Accrual	At or below benchmark	Meets or exceeds benchmark
2020	Added Parent / Child Bonding Leave	Benefit not offered	Meets or exceeds benchmark
2019	Increased Dental Plan Coverage Levels	Does not meet benchmark	Meets or exceeds benchmark
2019	Increased Life Insurance to 2X Salary up to \$1 million maximum	At or below benchmark	Meets or exceeds benchmark
2019	Increased Vacation Accrual	Does not meet benchmark	Meets or exceeds benchmark
2019	Increased Long-Term Disability Coverage	Does not meet benchmark	Meets or exceeds benchmark
2019	Added Birth Mother Recovery Leave	Benefit not offered	Meets or exceeds benchmark
2019	Added Pre-Paid Legal & Identity Theft Benefit	Benefit not offered	Meets or exceeds benchmark

	Meets or exceeds benchmark
	Benefit not offered
	At or below benchmark
	Does not meet benchmark

Recommendation

Requesting Board approval of NPPD's 2022 Hospital-Medical Plan Report, as presented.



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Questions

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Nebraska Public Power District

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