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NPPD 2025 Employee Benefit Plan Proposal

Customer & Support Services
Committee & Board Meeting
September 2024

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Nebraska Public Power District

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NPPD Active/COBRA Health Plan Enrollments

Plan Type	2024	2023	2022
Base Plan	117	128	142
Low HDHP	1,250	1,250	1,239
Lower HDHP	413	370	362
Total Active	1,780	1,748	1,743

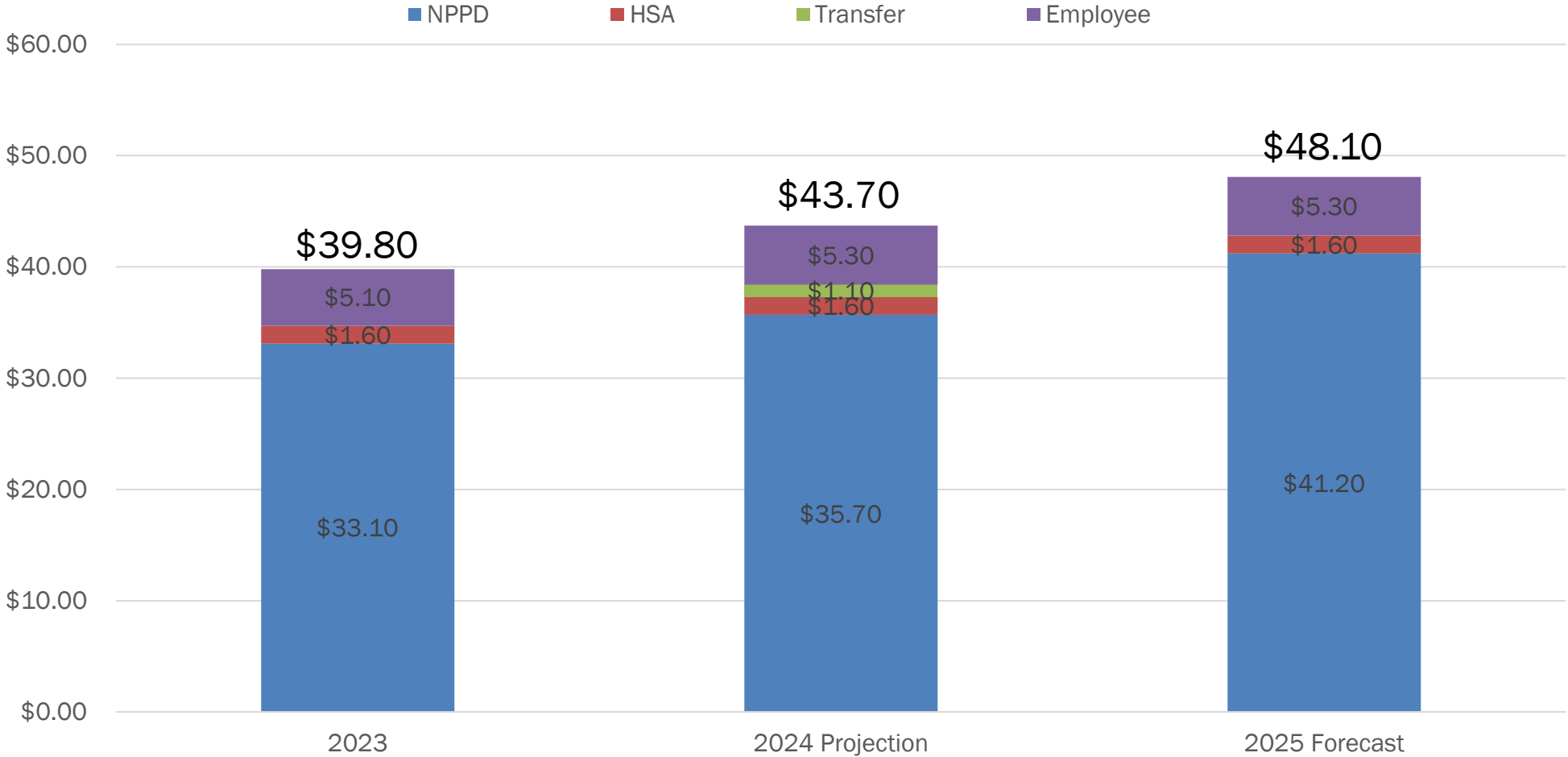
HDHP – High Deductible Health Plan

Active Hospital/Medical Plans (2025 Forecast)

2025 Benefit Plan (Financial/Plan Design Impact):

- **IRS Minimum Deductible Mandate impacting Low Premium High Deductible Health Plan**
 - \$1,600 to \$1,650 on Employee Plan
 - \$3,200 to \$3,300 on Family Plan
- **15% forecasted overall NPPD cost increase for hospital/medical plan premiums (claims / fixed cost fees)**
 - (Approximately \$5.5 million)

NPPD Active Medical/RX Total Plan Funding



\$'s In millions

Note: Employer HSA contributions and annual adjustments are funded out of NPPD's General budget, not through premiums.

Employer/Employee Total Plan Funding Premium Cost Share

In 2024, NPPD's Board approved increasing NPPD's annual employer cost share of Plan premiums to 90% by the 2026 Plan year.

- NPPD 2023 Employer/Employee Cost Share
 - 86% / 14%
- NPPD 2024 Employer/Employee Cost Share
 - 87% / 13%
- **NPPD 2025 *Proposed* Employer/Employee Cost Share**
 - 89% / 11%

“The pressure to attract and retain may lead employers to absorb a greater share of cost increases than they pass along to their employees.” *Source: Lockton Companies*

No Change in 2025 Employee Premiums

Base Plan		
0%	2025	2024
EE	\$215.92	\$215.92
EE + SP	\$454.64	\$454.64
EE + CH	\$406.48	\$406.48
Family	\$565.44	\$565.44

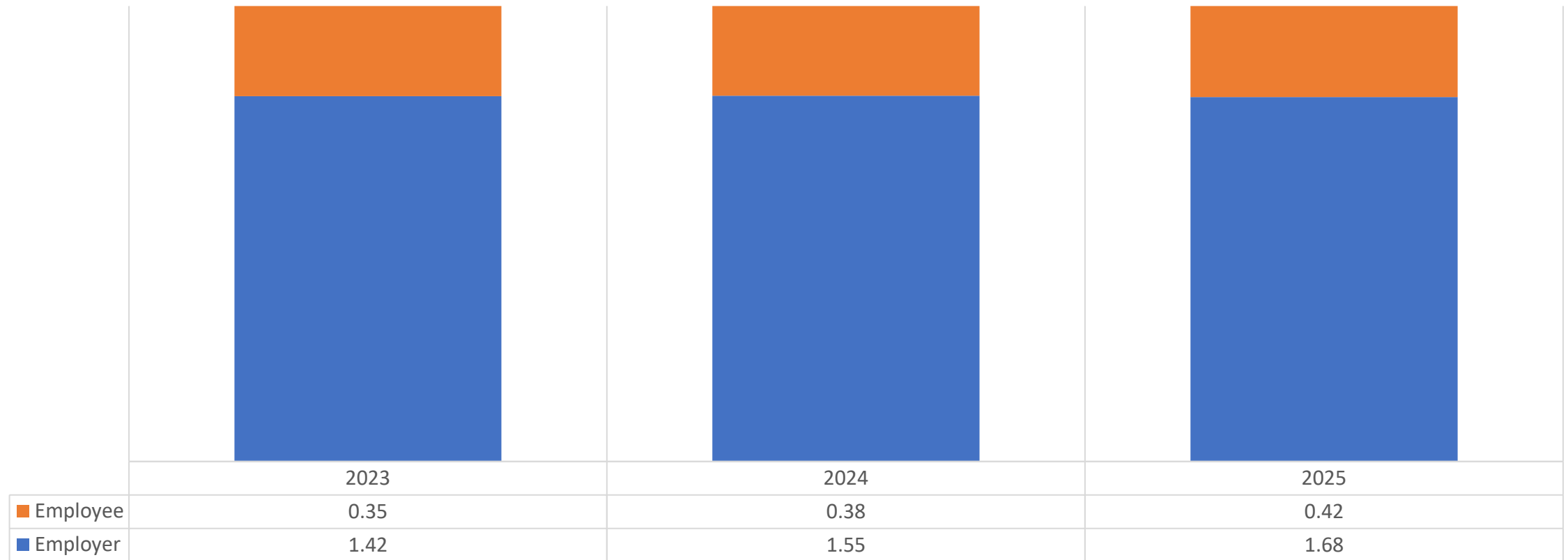
Low High Deductible Health Plan		
0%	2025	2024
EE	\$119.08	\$119.08
EE + SP	\$251.08	\$251.08
EE + CH	\$224.76	\$224.76
Family	\$310.92	\$310.92

Lower High Deductible Health Plan		
0%	2025	2024
EE	\$83.88	\$83.88
EE + SP	\$176.96	\$176.96
EE + CH	\$158.60	\$158.60
Family	\$218.56	\$218.56

2025 Dental Plan Funding

DENTAL EMPLOYEE/EMPLOYER PREMIUMS (IN MILLIONS)

■ Employer ■ Employee



6.50% increase projected for 2025: 80/20% split

2024 Dental Employee Premium Changes

Monthly Rates	2025	2024
EE	8.20	\$7.68
EE + SP	17.16	\$16.08
EE + CH	14.64	\$13.76
Family	23.88	\$22.40

Action Items

Approve the following changes to NPPD's 2025 Self-Funded Benefit Plans:

- **Increase overall hospital/medical plan premium funding by 15%**
 - Employee share of increase: 0%
 - Employer share of increase: 15% (\$5.5 million)
- **Increase overall dental plan funding by 6.5%**
 - Employee share of increase: 6.5%
 - Employer share of increase 6.5% (\$29,100)
- **Increase employee deductibles in NPPD's Low Premium High Deductible Health Plan (as noted on Slide 3)**
 - Required change to meet mandated 2025 minimum IRS deductible limits



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Questions

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