



2024 Annual Hospital-Medical Plan Report

NPPD Board of Directors Meeting April 2025

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 000s)

Activity for the Year	2024		2023		As of December 31,	2024	 2023
Additions:					Plan Assets:		
Premiums	\$	43,090	\$	39,600	Cash and Equivalents	\$ 4,007	\$ 4,154
Net Investment Income		258		201	Payables	(365)	(657)
Total		43,348		39,801	Total	\$ 3,642	\$ 3,497
Deductions:					Required Reserve ¹ :		
Claims and Expenses		43,203		39,412		\$ 3,642	\$ 3,497
Reserve Adjustment ¹		145		389			
Total		43,348		39,801			
Change in Net Position		-		-			
January 1, Beginning Balance		_		-	_		
December 31, Ending Balance	\$	-	\$	-			

¹Required Reserve was \$3,642,000, \$3,497,000 and \$3,108,000 as of December 31, 2024, 2023 and 2022, respectively.

Post-Employment Medical and Life Benefits Plan Changes in Fiduciary Net Position (\$ in 000s)

	2024	2023	
Additions:			
Contributions	\$ 2,406	\$ 2,850	
Net Investment Income	44,797	47,295	
Total	47,203	50,145	
Deductions:			
Healthcare Benefits ¹	17,466	17,757	
Life Insurance Benefits	247	170	
Other Expenses	256	231	
Total	17,969	18,158	
Change in Net Position	29,234	31,987	
January 1, Beginning Balance	357,897	325,910	
December 31, Ending Balance	\$387,131	\$357,897	

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

Active Hospital/Medical Plans Employee Premium Adjustments (2021-2025)

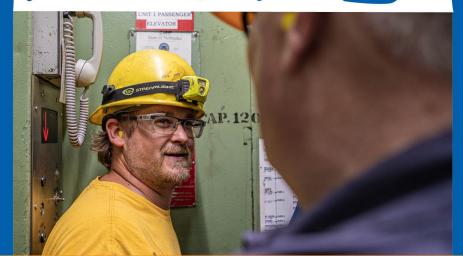
Year	Base Plan	Low Premium/ High Deductible Plan	Lower Premium/ High Deductible Plan
2025	0.0%	0.0%	0.0%
2024	5.0%	5.0%	5.0%
2023	0.0%	0.0%	0.0%
2022	2.5%	2.5%	2.5%
2021	0%	10.1%	10.1%

NPPD Board approved increasing employer premium cost share to 90% by 2026.

15.4% required increase in 2024 reduced to 5%. (2024 Employee/Employer Cost Ratio: 87%/13%)



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Questions

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