



# THE POWER OF PEOPLE



## 2024 Annual Hospital-Medical Plan Report

NPPD Board of Directors Meeting  
April 2025

Brenda Sanne, Total Rewards Manager



Nebraska Public Power District  
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# 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
<b>Additions:</b>			<b>Plan Assets:</b>		
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
<b>Deductions:</b>			<b>Required Reserve<sup>1</sup>:</b>		
Claims and Expenses	43,203	39,412		\$ 3,642	\$ 3,497
Reserve Adjustment <sup>1</sup>	145	389			
Total	43,348	39,801			
Change in Net Position	-	-			
January 1, Beginning Balance	-	-			
December 31, Ending Balance	\$ -	\$ -			

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

<sup>1</sup> Healthcare benefits include self-insured claims/expenses, insurance for coverage for Medicare-eligible 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

Stay connected with us.



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