

Retiree Health Reimbursement Arrangement (HRA) - 2022 Funding (Retirees hired 1/1/99 and later)

NPPD Board of Directors Meeting
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Nebraska Public Power District

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NPPD HRA Retiree Healthcare Plan

- **November 2020**
 - NPPD Board approved employer-funded retiree health reimbursement arrangement (HRA) funds to be applied toward qualifying retiree medical healthcare premiums, effective January 1, 2021.
- **Eligibility**
 - Hired on or after 1/1/04 and at least age 58 with 10 years of service as of January 1, 2020 (Retiree only eligible for pre-Medicare and Medicare premium reimbursements)
 - Hired between 1/1/99-12/31/03 and meets the Rule of 70 as of January 1, 2020 (Retiree only eligible for Medicare premium reimbursements)

2021 HRA Retiree Benefit Plan Enrollments

Plan Type	
	2021
Base Plan (Pre-65)	0
Medicare Plans	6
Total	6

Base Plan is self-funded; Medicare Plans are fully insured



Retiree HRA Plan Funding: 3% Increase

	Retiree	Retiree
Pre-65 Base Plan	2021	2022
EE	\$1,210.35 / \$14,524.20	\$1,210.35 / \$14,524.20
Annual Reimbursement	\$4,000	\$4,120
% of Total Premiums	27.5%	28.4%

Note: Pre-Medicare retiree may also choose COBRA on active insurance and receive reimbursement.

	Retiree	Retiree
Medicare Plans	2021	2022
EE – Supplement Plan F and Part D Plan	\$404.79 / \$4,857.48	\$425.41 / \$5,104.92
Annual Reimbursement	\$2,000	\$2,060
% of Total Premiums	41.2%	40.4%

Note: Medicare-eligible retiree may also select from Medicare market plans, in lieu of NPPD Medicare Plans.

Board Action

- Approve a 3% increase in the annual Health Reimbursement Arrangement stipend for NPPD's HRA Retiree Healthcare Plan.
 - Increase applies to pre-Medicare reimbursement and Medicare reimbursement amounts
 - Funding Source: NPPD's Other Post Employment Benefit Plan Trust

Questions?

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