



STAFF REPORT

Report To: Board of Supervisors

Meeting Date: August 1, 2019

Staff Contact: Pam Ganger, Deputy Chief Financial Officer (pganger@carson.org)

Agenda Title: For Possible Action: Discussion and possible action regarding a proposed resolution to retroactively appoint Gayle H. Robertson, Nancy M. Paulson and Cynthia Gower as Trustees for the Carson City Other Post-Employment Benefits ("OPEB") Board of Trustees for two-year terms expiring on June 30, 2019, and appointing Beth Huck (Deputy Treasurer), Sheri Russell (Chief Financial Officer) and Debbie Devall (Retiree) as new Trustees for two-year terms expiring on June 30, 2021. (Pam Ganger, pganger@carson.org)

Staff Summary: Pursuant to Resolution No. 2015-R-21, the Carson City Board of Supervisors created the Carson City OPEB Trust Fund, established the Trust Agreement for the Fund, and appointed Gayle H. Robertson, Nancy M. Paulson, and Cynthia Gower as Trustees for the OPEB Board of Trustees of the Fund for two-year terms. Their terms were not renewed in 2017. However, the Trustees continued to act as Trustees of the Fund. Staff recommends retroactive appointment of the original Trustees for a second two-year term expiring on June 30, 2019, and the appointment of Beth Huck (Deputy Treasurer), Sheri Russell (Chief Financial Officer) and Debbie Devall (Retiree) as new Trustees, effective immediately for terms expiring on June 30, 2021.

Agenda Action: Resolution

Time Requested: 5 minutes

Proposed Motion

I move to adopt Resolution No. _____.

Board's Strategic Goal

Efficient Government

Previous Action

N/A

Background/Issues & Analysis

Article VI, Section 6.1(a) of the OPEB Trust states that if the investment of the assets of the Trust Fund are limited to investment in the Retirement Benefits Investment Fund established pursuant to NRS 355.220, the Trust Sponsor's governing body shall appoint at least 3, but no more than 5 Trustees who must include:

- (1) At least one person who has a combination of education and experience of at least 5 years in finance or economics;
- (2) A public officer or employee of the Employer who manages the fiscal affairs of the Employer; and
- (3) A current beneficiary of the Benefit Plan.

Beth Huck has been with the City for 28 years, and is the Deputy Treasurer. She will be replacing Gayle Robertson, the Treasurer, and Ms. Huck's appointment meets qualification #1. Sheri Russell has been with the City for 8 years and is currently the City's Chief Financial Officer. She will replace Nancy Paulson, and Ms. Russell's appointment meets qualification #2. Debbie Devall is a current beneficiary. She will be replacing Cindy Gower, and Ms. Devall's appointment meets qualification #3.

There is a timing discrepancy in the appointment of the new Board of Trustees. The original Trustees were appointed when the Trust was established in May 2015 for a two year term. The first meeting of the Board of Trustees, however, was not held until May 2016. It was thus unclear when the originally appointed Trustee's terms should end, so they continued serving as Trustees until June 2019 and recommend re-appointment of Trustees to the Board of Supervisors at that time. Given the confusion on the terms of the Trustees, City staff recommends retroactively officially reappointing the original Trustees to a second two-year term; appointing successor Trustees to a two-year term to expire on June 30, 2021; and requiring the new trustees to ratify the actions of the original Trustees from May 2017 to June 30, 2019.

Applicable Statute, Code, Policy, Rule or Regulation

NRS Chapter 213 and NRS 122.080

Financial Information

Is there a fiscal impact? No

If yes, account name/number:

Is it currently budgeted?

Explanation of Fiscal Impact:

Alternatives

N/A

Attachments:

[OPEB Resolution.docx](#)

[Trust Document & Approved Resolution for Creation.pdf](#)

Board Action Taken:

Motion: _____

1) _____
2) _____

Aye/Nay

(Vote Recorded By)

RESOLUTION NO. 2019-_____

**RESOLUTION OF THE CARSON CITY BOARD OF SUPERVISORS
APPOINTING TRUSTEES TO THE OTHER POST-EMPLOYMENT
BENEFITS TRUST FUND**

WHEREAS, in 2015 in Resolution No. 2015-R-21 the Carson City Board of Supervisors created the Carson City, Nevada Other Post-Employment Benefits ("OPEB") Trust Fund, established the Trust Agreement for said fund, and appointed Gayle H. Robertson, Nancy M. Paulson, and Cynthia Gower as trustees on the OPEB Board of Trustees to serve two-year terms; and

WHEREAS, in 2017 the terms of the Trustees were never renewed for another two years, but the appointed Trustees continued serving in that capacity; and

WHEREAS, under Article VI, Section 6.1 of the Trust Agreement, the Carson City Board of Supervisors may appoint trustees for terms of at least two years, but not exceeding four years, and may renew the terms of the trustees;

NOW, THEREFORE, be it hereby resolved by the Carson City Board of Supervisors that:

1. Gayle H. Robertson, Nancy M. Paulson, and Cynthia Gower are retroactively reappointed as OPEB Trustees to serve two-year terms expiring on June 30, 2019.

2. Beth Huck, Sheri Russell, and Debbie Devall are appointed as OPEB Trustees for two-year terms expiring on June 30, 2021.

3. As their first order of business, the newly appointed OPEB Trustees shall review the actions of the OPEB Board of Trustees since July 1, 2017 and, if appropriate, ratify all actions taken since that time. The OPEB Board of Trustees shall take whatever action is appropriate to address any prior actions that are not ratified.

ADOPTED this _____ day of _____, 2019.

VOTE: AYES: Supervisors _____

NAYS: Supervisors

ABSENT: Supervisors

Robert Crowell, Mayor
Carson City, Nevada

ATTEST:

AUBREY ROWLATT, Clerk/Recorder
Carson City, Nevada

14(3)

**Carson City
Agenda Report**

Date Submitted: 5/26/15

Agenda Date Requested: 06/04/15

Time Requested: 20 minutes

To: Mayor and Supervisors

From: Nick Providenti, Finance Director

Subject Title: For Possible Action: Action to adopt a resolution authorizing the creation of a new Trust Fund for Other Postemployment Benefits (OPEB) and the appointment of trustees for the OPEB Trust Fund. (Nick Providenti)

Staff Summary: The Carson City Board of Supervisors has determined the need to establish a new fund for funding retiree health and welfare benefits in accordance with Statements No. 43 and No. 45 of the Governmental Accounting Standards Board (GASB) on Other Postemployment Benefits (OPEB).

Type of Action Requested: (check one)

☒ Resolution

☐ Ordinance

☐ Formal Action/Motion

☐ Other (Specify)

Does this action require a Business Impact Statement: () Yes (xx) No

2015 R 21

Recommended Board Action: I move to adopt Resolution # _____, a resolution authorizing the creation of a new Trust Fund for Other Postemployment Benefits (OPEB) and the appointment of trustees for the OPEB Trust Fund

Explanation for Recommended Board Action: The Carson City Board of Supervisors hereby finds and determines that the public interest requires the creation of a new fund to address the requirements of Statements No. 43 and No. 45 of the Governmental Accounting Standards Board (GASB) on Other Postemployment Benefits (OPEB). These statements require the recognition of the costs of OPEB on an actuarial basis similar to how pension costs are reported. The City presently reports OPEB on a pay-as-you-go basis, which is a generally accepted accounting principle. GASB provides that pension benefits and OPEB are a part of the compensation that employees earn each year, even though these benefits are not received until after employment has ended. Therefore, under GASB, the cost of these future benefits is a part of the cost of providing public services today.

Applicable Statute, Code, Policy, Rule or Regulation: GASB Statements No. 43 and 45; NRS 287.017 and NRS 354.612; NAC 287.760-287.792 and NAC 354.241

Fiscal Impact: The money to establish the OPEB Trust will come from the City's Group Medical Internal Service Fund.

Explanation of Impact: Initially the plan is to fund the Trust with \$500,000 and to fund it annually at about \$300,000 subject to Board of Supervisors appropriation.

Funding Source: Group Medical Internal Service Fund

Alternatives: Not to establish the OPEB Trust and continue to fund OPEB on a pay-as-you-go basis.

Supporting Material: Resolution

Prepared By: Nick Providenti

Reviewed By: Nancy Paulson Date: 5/26/15
 (Department Head)

Rich Mariano Date: 5/26/15
 (City Manager)

[Signature] Date: 5/26/2015
 (District Attorney)

Nancy Paulson Date: 5/26/15
 (Finance Director)

Board Action Taken:

Motion: App 1) KA
 2) JS

5/0
 Aye/Nay

[Signature]
 (Vote Recorded By)

Summary - a resolution authorizing the creation of a new trust fund for other postemployment benefits (OPEB) and the appointment of trustees for the OPEB trust fund.

RESOLUTION NO. 2015-R-21

A RESOLUTION AUTHORIZING THE CREATION OF A NEW FUND TITLED "CARSON CITY, NEVADA OTHER POST-EMPLOYMENT BENEFITS TRUST FUND" FOR FUNDING RETIREE HEALTH AND WELFARE BENEFITS.

WHEREAS, the Board of Supervisors of Carson City, Nevada (the "Board" and "City", respectively) has determined the need to establish a new fund for funding retiree health and welfare benefits in accordance with Statements No. 43 and No. 45 of the Governmental Accounting Standards Board (GASB) on Other Postemployment Benefits (OPEB);

WHEREAS, Nevada Revised Statutes (NRS) 354.612 and Nevada Administrative Code (NAC) 354.241 require certain information when a new fund is created; and

WHEREAS, NRS 287.017 and the regulations issued thereunder require additional information and approvals for trust funds created for OPEB liabilities.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF SUPERVISORS OF CARSON CITY, NEVADA:

Section 1. This resolution is hereby designated by the short title the "Creation of Other Postemployment Benefits Trust Fund".

Section 2. The Board hereby finds and determines that the public interest require the creation of a new fund to address the requirements of Statements No. 43 and No. 45 of the Governmental Accounting Standards Board (GASB) on Other Postemployment Benefits (OPEB). These statements require the recognition of the costs of OPEB on an actuarial basis similar to how pension costs are reported. The City presently reports OPEB on a pay-as-you-go basis, which is a generally accepted accounting principle. GASB provides that pension benefits and OPEB are a part of the compensation that employees earn each year, even though these benefits are not received until after employment has ended. Therefore, under GASB, the cost of these future benefits is a part of the cost of providing public services today.

Section 3. Requirements for establishment of fund:

- (a) Object or purpose of the fund: The purpose of the fund is to accumulate monies for OPEB costs that are required to be recognized pursuant to the GASB statements, thereby providing a separately legal trust to accumulate the assets and generate investment earnings to pay future OPEB costs.

- (b) The resources to be used to establish the fund: The initial resources of the fund will be employer contributions, primarily from the General Fund. The plan for future years, subject to Board approval of appropriations and available funds, is to continue employer contributions, primarily from the General Fund, to the Other Postemployment Benefits Trust Fund. These contributions, along with estimated investment earnings on the fund's investments will enable the City to fund its OPEB costs.
- (c) The source or sources from which the fund will be replenished: Primarily, OPEB charges will be made to the General Fund and other funds, as applicable, and investment earnings will replenish the fund.
- (d) The method for controlling deductions and establishing contributions of the fund: The fund will be a trust fund used to account for specific contributions and additions restricted to the specific purpose of addressing the OPEB costs and unfunded actuarial obligations. Separate financial statements will be provided for the trust fund and will be prepared in accordance with generally accepted accounting principles.
- (e) The method by which a determination will be made as to whether the balance of the fund net assets is reasonable and necessary to carry out the purpose of the fund: The net assets of the fund will be reviewed by management on an ongoing basis and compared to the actuarial unfunded OPEB obligation and contributions and additions to the fund will be adjusted accordingly, to the extent funding is available, during the annual budget process.

Section 4.

Requirements of NRS 287.017 and the regulations issued thereunder:

- (a) The fund is intended to provide the means to fund OPEB, is intended to qualify as a non-taxable trust fund under Section 115 of the Internal Revenue Code of 1986, as amended, and is intended to comply with NRS 287.017.
- (b) The fund will be an entity separate from the City for the exclusive purpose of providing funds to pay for the post-retirement benefits provided by the employee welfare benefit plans maintained by the City (the "City Plans") and all assets of the fund are and will be irrevocably dedicated to, and shall be used for the exclusive purpose of, providing for the payment of benefits and for paying expenses of administering the fund, and will not be available to any creditors of the City.
- (c) All contributions to the fund, including any interest and income earned on the money in the fund, are held in trust, are irrevocable in nature, and must only inure to the benefit of the designated retiree beneficiaries according to the City Plans.
- (d) The sources of money expected to be deposited in the fund are those contributions required by the City Plans.
- (e) An OPEB Board of Trustees hereby is appointed to serve as Trustee of the fund, and will consist of the following three members:

Gayle H. Robertson

Nancy M. Paulson

Cynthia Gower

(f) The term of office for the aforementioned members of the OPEB Board of Trustees shall be for a period of two years; subject to renewal, as approved by the Board of Supervisors, for a period of additional two years, but not to exceed a total period of four years.

(g) The powers, duties, rights, and obligations of the OPEB Board of Trustees will conform to the requirements of Section 17(1) of Chapter 287 of the NRS and Chapter 287 of the NAC.

(h) The fund shall be maintained as a separate account and no other funds shall be commingled with the fund, and the fund monies shall not be used to finance debt and shall not be available for interfund loans.

Section 5. The trust agreement known as the "Trust Agreement for Carson City, Nevada OPEB Trust Fund," which reflects the requirements set forth above, hereby is approved and adopted.

Section 6. The Chief Financial Officer of the City is authorized and directed to take all action necessary to effectuate the provisions of this resolution, including, without limitation, forwarding all necessary documents to the Executive Director, Department of Taxation, Carson City, Nevada.

Section 7. This resolution shall be effective upon passage and approval.

Upon motion by Supervisor Karen Abowd, seconded by Supervisor Jim Shirk, the foregoing resolution was passed and adopted this 4th day of June, 2015, by the following vote:

AYES: Supervisor Karen Abowd
Supervisor Jim Shirk
Supervisor Brad Bonkowski
Supervisor Lori Bagwell
Mayor Robert Crowell

NAYS: None.

ABSENT: None.

ABSTAIN: None.

ATTEST:


ROBERT E. CROWELL, Mayor


SUSAN MERRIWETHER, Clerk - Recorder

**TRUST AGREEMENT
FOR
CARSON CITY, NEVADA
OPEB TRUST FUND**

ARTICLE I.

Purpose of the Trust

This Trust is intended to provide the means to fund the post-retirement benefits provided by the employee benefit plans described herein. The Trust is intended to qualify as a governmental trust established to provide an essential government function under Code Section 115 and is created pursuant to Nevada Revised Statutes § 287.017. The name of this Trust shall be the Carson City, Nevada OPEB Trust Fund.

ARTICLE II.

Definitions

When used in this Trust, the following words shall have the following meanings, unless the context clearly indicates otherwise:

2.1 "Benefit Plan" means each of the employee post-employment welfare benefit plans maintained by the Employers that are funded through this Trust and that are listed on Exhibit A hereto, which may be amended from time to time.

2.2 "Code" means the Internal Revenue Code of 1986, as amended.

2.3 "Dependents" means any spouse or other dependent of a former or retired employee of an Employer who is eligible to participate in any Benefit Plan, to the extent such spouse or other dependent is a "covered dependent" under the terms of the Benefit Plan.

2.4 "Effective Date" means the Effective Date of this Trust, which shall be July 1, 2015, provided that the Trust is approved by the Carson City, Nevada Board of Supervisors on or before that date.

2.5 "Employer" means Carson City, Nevada and each other entity which is a local government, within the meaning of NRS 354.474, that is or becomes a participating employer in this Trust with the consent of Carson City, Nevada, as authorized by NRS 287.017(h) and as determined by the Trustee. In addition, each participating Employer must be an entity that is a state, a political subdivision of a state, or an entity the income of which is excluded from gross income under Code Section 115. The participating Employers shall be set forth on Exhibit B hereto, which may be amended from time to time.

2.6 "Investment Plan" means an investment plan developed by the Trustee to the extent required by NAC 287.788(2).

2.7 "NAC" means the Nevada Administrative Code, as amended from time to time

2.8 "NRS" means the Nevada Revised Statutes, as amended from time to time.

2.9 "Participant" means any individual who is a former or retired employee of an Employer who is eligible to participate in a Benefit Plan and Dependents of such employees and former employees.

2.10 "Trust" and "Trust Fund" mean the Trust, as set forth in and by this document and all subsequent amendments thereto.

2.11 "Trust Sponsor" means Carson City, Nevada.

2.12 "Trust Year" means the fiscal year ending on June 30 of each year.

2.13 "Trustee" means the person or persons appointed under Article VII and accepting the position as Trustee, and any duly appointed and qualified successor Trustees. The Trustee shall constitute the "board of trustees" as that term is used in NRS 287.017(2)(e).

2.14 Words used in the singular shall include the plural, words used in the plural shall include the singular, and words of one gender shall include other genders when the context so requires.

ARTICLE III.

Participation

Each Participant who is eligible to participate in a Benefit Plan shall be eligible to participate in this Trust.

ARTICLE IV.

Contributions

4.1 Determination of Contribution:

- (a) This Trust shall be funded by contributions by Participants and/or the Employer, and all such contributions to the Trust, and any earnings on such contributions, shall be irrevocable and shall become the property of the Trust.
- (b) Contributions to this Trust shall be made in accordance with, and in amounts prescribed by, the Benefit Plan.
- (c) The Employer shall commission actuarial studies that estimate the liabilities of the Benefit Plans on a periodic basis as required by the Governmental Accounting Standards Board. The Employer shall notify the Trustee of the level of funding it expects to contribute to the Trust Fund.

4.2 Funding Policy: The policy of the Trust Sponsor is that this Trust shall be funded by Participant and/or Employer contributions. Such funding shall be determined pursuant to NAC 287.786(1) in a manner consistent with the Code, any Investment Plan established pursuant

to Section 7.3, and any other applicable laws and regulations, in accordance with generally accepted accounting principles, and on a sound actuarial basis.

4.3 To Whom Contributions are to be Paid: Contributions shall be paid to the Trustees and shall become a part of the Trust Fund. All contributions to the Trust Fund and any earnings thereon shall be used only to:

- (a) Provide for the benefits of Participants in accordance with the Benefit Plans; and
- (b) Pay the reasonable administrative expenses incident to the provision of those benefits and expenses incurred in the administration of the Trust.

4.4 Corpus of Trust: The Trust shall consist of contributions made to the Trust, together with investments and reinvestments of the proceeds thereof, and all earnings and profits thereon, if any, less any losses, and less any expenses charged and distributions made pursuant to the terms of the Trust.

4.5 Investment of Trust:

- (a) In accordance with the purpose of the Trust Fund stated in NRS 287.017(2)(a), the Trust Fund shall invest monies for the purpose of funding all or a portion of the unfunded actuarial accrued liabilities associated with future retirement welfare benefits under the Benefit Plans. The Trust Fund may be used to pay current retirement welfare benefits under the Benefit Plans.
- (b) Notwithstanding the investments permitted for the assets of the Trust Fund under NAC 287.790, and regardless of the value of the portfolio in the Trust Fund at the end of any Trust Year, the investment of the assets of the Trust Fund is limited to:
 - (1) The Retirement Benefits Investment Fund established pursuant to NRS 355.220; and
 - (2) Any investment authorized for a local government pursuant to NRS 355.170.

As clarification, the assets of the Trust Fund are not permitted to be invested in equity securities or bonds or other debt securities which meet the requirements of NRS 287.017(2)(g)(3), and Chapter 287 of the NAC.

- (c) All interest, earnings, dividends and distributions with respect to the investment of the Trust Fund, less any expenses charged with respect to such investments, must be deposited in the Trust Fund.
- (d) The Trust Fund shall be maintained as a separate account and no other funds shall be co-mingled with the funds in the Trust Fund, except to the extent otherwise permitted by NRS 287.017(2)(h) and NAC 287.790(4).

- (e) Trust Fund monies shall not be used to finance debt of the Trust Sponsor and shall not be available for loans to other funds of the Trust Sponsor.

ARTICLE V.

Payments From Trust

5.1 Payments Directed by Employer: The Trustee must transfer funds from the Trust Fund to the account designated by the Employer upon the request of the Employer's governing body no later than ten (10) business days after the first day of the month following receipt of the request by the Trustee. The request must include:

- (a) An explanation of how the proposed transfer will be used to fulfill the requirements of the Benefit Plans;
- (b) A copy of the Employer's approved budget reflecting the authorization of retirement benefits;
- (c) Minutes of the meeting of the Employer's governing body during which the transfer was proposed; and
- (d) The signature of the chairperson of the Employer's governing body.

If the request and supporting documentation do not meet the criteria of this Section 5.1, the Trustee may delay transfer until the Employer's governing body corrects the request. Payments from the Trust may be made only to the extent that the Benefit Plan benefits for which such payment is made are benefits permitted under the NRS.

5.2 Trust for Exclusive Benefit of Participants; Reversion Prohibited: This Trust has been established for the exclusive benefit of the Participants and their Dependents. Under no circumstances shall any funds contributed to or held by the Trustees at any time revert to the benefit of the Employer, except upon termination of the Trust as provided in Article VIII.

5.3 Transfer of Trust Assets Permitted: Notwithstanding Section 5.2 above, the Employer's governing body may amend the Employer's Benefit Plan to reserve the classification of Participants eligible for benefits under the Trust, and terminate such Participants' participation in the Trust or transfer their coverage to another trust complying with the provisions of NRS 287.017 to the extent any such action does not cause the Trust to not be exempt from taxation under Code Section 115. In the event a classification of Participants is transferred to another such trust, the Trustees may determine the allocable portion of reserves held by the Trust attributable to such transferred Participants and authorize such portion of Trust assets be transferred to the new trust. Any such transferred Trust assets shall be used exclusively for the purpose of providing health and welfare benefits to the Participants so transferred and similarly situated participants. Upon the transfer of such Participants, any and all rights of such Participants and their beneficiaries under this Trust shall terminate, except as provided in the Benefit Plan, to the extent not inconsistent with the terms of this Trust, and except as otherwise required by law.

ARTICLE VI.

Trustees - Appointment, Resignation, and Removal

6.1 Appointment Of Trustees: This Trust shall be administered by three or more Trustees, as provided below, who shall be appointed by the Trust Sponsor's governing body to act in a fiduciary capacity for the beneficiaries of the Trust, pursuant to NRS 287.017(2)(e) and NAC 287.778, in order to ensure the prudent administration of the Trust. No member of the Trust Sponsor's governing body that creates the Trust may be appointed as Trustee. By signing this Trust, each Trustee hereby accepts the trusteeship and agrees to receive and hold the Trust solely for the uses and purposes set forth herein and solely in accordance with the terms hereof.

- (a) If the investment of the assets of the Trust Fund are limited to investment in the Retirement Benefits Investment Fund established pursuant to NRS 355.220, the Trust Sponsor's governing body shall appoint at least 3 (three) but no more than 5 (five) Trustees who must include:
 - (1) At least one person who has a combination of education and experience of at least 5 (five) years in finance or economics;
 - (2) A public officer or employee of the Employer who manages the fiscal affairs of the Employer; and
 - (3) A current beneficiary of the Benefit Plan.
- (b) If the investment of the assets of the Trust Fund are limited to investments authorized for a local government pursuant to NRS 355.170, the Trust Sponsor's governing body shall appoint at least 3 (three) but no more than 5 (five) Trustees who must include:
 - (1) At least one person who has a combination of education and experience of at least 5 (five) years in finance or economics;
 - (2) A public officer or employee of the Employer who manages the fiscal affairs of the Employer; and
 - (3) A current beneficiary of the Benefit Plan who has a combination of education and experience of at least 5 (five) years in finance or economics.
- (c) To the extent required under NAC 287.778(1)(c), if the assets of the Trust Fund qualify for investment pursuant to NAC 287.790(2) (where the market value of the portfolio in the Trust Fund at the end of the Trust Year is greater than \$100,000,000), the Trust Sponsor's governing body shall appoint 5 (five) Trustees who must include:
 - (1) Two persons who are versed in the securities exchange market;
 - (2) A public officer or employee of the Employer who manages the fiscal affairs of the Employer;

- (3) A representative of the public at large (who is not an employee of the Employer) who has a combination of education and experience of at least 7 (seven) years in finance or economics; and
 - (4) A beneficiary of the Benefit Plan who has a combination of education and experience of at least 7 (seven) years in finance or economics.
- (d) A person appointed as a Trustee shall not have a substantial financial interest in the ownership or negotiation of securities or other financial instruments in which monies in the Trust Fund are invested.
- (e) Each Trustee shall be appointed for a term of at least two years but not to exceed four years. The Trust Sponsor's governing body may renew the term of any Trustee.

6.2 Resignation, Removal and Substitution of Trustees:

- (a) **Resignation and Removal:** Any Trustee may resign at any time upon 30 days' written notice to the Trust Sponsor's governing body, unless the Trustee and the Trust Sponsor's governing body agree to a shorter period for such notice. Any Trustee may be removed with or without cause at any time by the Trust Sponsor's governing body upon 30 days' written notice to such Trustee, unless the Trustee and the Trust Sponsor's governing body agree to a shorter period for such notice. The Trust Sponsor's governing body may remove a Trustee if the Trustee fails to attend two consecutive meetings or three meetings during a calendar year. Upon resignation or removal of any Trustee, the Trust Sponsor's governing body shall appoint a successor Trustee who shall have the same powers and duties as are conferred upon the Trustees appointed under this Trust. The Trust Sponsor's governing body may reappoint a Trustee and may alter the composition of the Trustees if required pursuant to Section 6.1.
- (b) **Successors' Liability:** No successor Trustee shall be liable or responsible for any acts or defaults of his or her predecessor or any predecessor co-Trustee, or for any losses or expenses resulting from or occasioned by anything done or neglected to be done in the administration of the Trust prior to his or her appointment as Trustee, nor shall a successor Trustee be required to inquire into or take any notice of the prior administration of the Trust.

6.3 Organization and Operation of Offices of Trustees:

- (a) The Trustees may adopt such procedures and regulations as they deem desirable for the conduct of their affairs.
- (b) The Trustees shall select a Chairman and Vice Chairman from among their membership.

- (c) The Chairman shall preside at all meetings of the Trustees. In case of the absence of the Chairman from any meeting of the Trustees or in case of the inability of the Chairman to act, the Vice Chairman shall perform the duties and acts authorized or required by the Chairman to be performed, as long as the inability of the Chairman to act may continue.
- (d) The Trust Sponsor's or the Employer's governing body shall provide the staff necessary to organize and notice meetings of the Trustees, take the minutes of the meetings, receive and disseminate financial reports of financial managers to the Trustees, and prepare financial reports and budgets for the Trustees.
- (e) The Trustees shall meet quarterly or at the call of the Chairman whenever business is presented.
- (f) A majority of the Trustees shall constitute a quorum of the Trustees for all purposes.
- (g) All action by the Trustees at a meeting (and such meeting may be in person or a telephonic or other electronic meeting) at which a quorum is present shall be by a majority of those present.
- (h) Any action of the Trustees must be in writing.
- (i) No item of business shall be considered at a meeting of the Trustees unless it shall first have been entered upon the agenda for that meeting, provided, however, that items not appearing on the agenda may be taken up with the approval of a majority of the Trustees present when it has been determined that the matter is an emergency as permitted under NRS Chapter 241.
- (j) No member of the Trustees can bind the Trustees by word or action unless the Trustees have designated such member as the Trustees' agent for some specific purpose and for that purpose only.
- (k) In the event of a deadlock in any vote of the Trustees with respect to the operation or administration of the Trust, then the matter at issue shall remain in status quo until the next meeting of the Trustees. If the Trustees do not resolve such deadlock among themselves prior to the next meeting of Trustees, the question or matter shall again be presented at such next meeting. If at such next meeting the Trustees shall still be deadlocked and remain so until such meeting be adjourned, then, upon written notice of any Trustee to the other Trustees, the Trustees shall, within 30 (thirty) days after receipt of such notice by the Trustees, appoint an independent fiduciary solely for the purpose of deciding upon the deadlocked matter. Such independent fiduciary shall render its decision on the matter, which decision shall be implemented as if decided at a meeting of the Trustees.

- (l) Any member of the Trustees may request a roll call vote of the Trustees, which shall be recorded in the minutes of the meeting.

ARTICLE VII.

Trustees - Duties and Powers

7.1 Duties and Powers of Trustees--In General: Subject to the requirements imposed by law, the Trustees shall be fiduciaries who shall have all powers necessary or advisable to carry out the provisions of this Trust and all inherent, implied, and statutory powers now or subsequently provided by law and shall be subject to the duties imposed on fiduciaries under applicable law. The Trustees shall be responsible for the management and control of the Trust Fund. The Trustees shall formulate and execute appropriate investment policies to govern the investment of the Trust Fund consistent with the requirements of NRS 287.017 and Section 4.5 of this Trust. The Trustees shall decide all questions arising in the administration, interpretation, and application of the Trust, except as may be reserved under this Trust to the Trust Sponsor or an Employer. In addition:

- (a) As required by NRS 287.017(2)(e)(1), the Trust shall be administered in accordance with generally accepted accounting principles and actuarial studies applicable to the future provision of benefits to Participants;
- (b) To the extent required by NRS 287.017(2)(f)(3) or any similar applicable regulation, the Trustees shall cause the Trust to be audited each Trust Year by an independent certified public accountant, and the results of such audit shall be reported to the Employer;
- (c) As permitted by NRS 287.017, the Trust Fund assets attributable to the Employer's Benefit Plan or Benefit Plans may be pooled for the purposes of investment with the asset of any other employer and of any other trust fund established pursuant to NRS 287.017; provided, however, that each employer's interest in the Trust (1) is accounted for separately from the interest of any other employer, (2) is used to provide benefits only to the participants covered by the plan or plans of such employer; and (3) is not subject to the liabilities of any other employer.
- (d) In accordance with NRS 287.017 and Section 4.1(c) of this Trust, the Trustees shall submit a budget incorporating the level of funding to the Trust Fund to the Employer's governing body for its consideration, approval, and inclusion in the overall tentative and final budgets of the Employer's governing body. The tentative budget submitted by the Trustee must incorporate the amount of contributions to the Trust determined pursuant to NAC 287.786(1). The Employer's governing body may modify its budget at its discretion.

7.2 Duties and Powers of Trustees--Investment: To the extent permitted under NRS 287.017, the Trustees shall have the power to invest and/or reinvest any and all money or property of any description at any time held by them and constituting a part of the Trust, without

previous application to, or subsequent ratification of, any court, tribunal, or commission, or any federal or state governmental agency, in such investments as are permitted under the express terms of the Trust.

None of the earnings of the Fund shall inure to the benefit of any Trustee or any private person, except that a Trustee or other individual may be a beneficiary of the Trust through participation in the Benefit Plan. A Trustee shall not be interested, directly or indirectly, as principal, partner, agent or otherwise, in any contract or expenditure created by the Trustees, or in the profits or results thereof.

In addition, to the extent permitted under NRS 287.017, the Trustees shall have the following specific powers:

- (a) To invest Trust assets in a "Retirement Benefits Investment Fund" established pursuant to NRS 355.220 and authorized pursuant to NRS 287.017(2)(g)(1) and Section 4.5.
- (b) To invest Trust assets in any investment which is authorized for a local government pursuant to NRS 287.017(2)(g)(2) and NRS 355.170.
- (c) To exercise or refrain from exercising voting rights pertaining to any securities, including exercise by general or specific proxies or powers of attorney with or without power of substitution.
- (d) To consent to or participate in reorganizations, recapitalizations, consolidations, mergers, liquidations or similar transactions with respect to any securities, and to accept and to hold any other securities issued in connection therewith.
- (e) To exercise any subscription rights or conversion privileges with respect to any securities held in the Trust Fund.
- (f) To collect and receive any and all money and other property of whatsoever kind or nature due or owing or belonging to the Trust Fund.
- (g) To cause any securities or other property to be registered in, or transferred to, the individual name of Trustee or in the name of one or more of its nominees, or to retain them in unregistered form, but the books and records of the Trust shall at all times show that all such investments are a part of the Trust Fund.
- (h) To settle, compromise or submit to arbitration any claims, debts or damages due or owing to or from the Trust; to commence or defend suits or legal proceedings whenever, in its judgment, any interest of the Trust requires it; and to represent the Trust in all suits or legal proceedings in any court of law or equity or before any other body or tribunal, insofar as such suits or proceedings relate to any property forming part of the Trust Fund or to the administration of the Trust Fund.

- (i) Generally, to do all acts, whether or not expressly authorized, which the Trustee deems necessary, but acting at all times according to the provisions of Nevada law to the extent permitted under NRS 287.017(2)(e), which provides the Trustees with all powers and duties that may be exercised by a nonprofit corporation under Nevada laws, but prohibits the Trust from borrowing money.
- (j) To file any tax returns required of the Trust.

Notwithstanding the above, the Trustees may not deposit the assets of the Trust Fund in the Retirement Benefits Investment Fund established pursuant to NRS 355.220, unless the Trustees obtain an opinion from the Employer's legal counsel that the investment of those Trust assets will not violate the provisions of Section 10 of Article 8 of the Constitution of the State of Nevada. Fiduciary responsibility for assets of the Trust Fund invested in the Retirement Benefits Investment Fund remains with the Trustees and not with the Retirement Benefits Investment Board. In addition, the Trustees (acting in their capacity as Trustees) have no authority to negotiate or otherwise determine the benefits afforded the beneficiaries of the Trust Fund pursuant to the Benefit Plans.

7.3 Investment Plan:

- (a) An Investment Plan is not required if the investments are limited to the Retirement Benefits Investment Fund established pursuant to NRS 355.220.
- (b) If the assets of the Trust Fund are invested in any investments other than the Retirement Benefits Investment Fund established pursuant to NRS 355.220, the Trustees shall be required to develop and administer an Investment Plan in accordance with NAC 287.788(2). The investment plan must be approved as to its conformity with NAC 287.788(2) by the Committee on Local Government Finance before the investment of any assets of the Trust Fund in any investment other than the Retirement Benefits Investment Fund.

7.4 Valuation of Trust Fund: As of the last day of each Trust Year, the Trustees shall determine the fair market value of all assets of the Trust Fund.

7.5 Advice and Assistance to Trustees: The Trustees may employ such staff and may contract for the provision of such management, investment and other services, including without limitation, the services of accountants, actuaries and investment managers, as the Trustees determine necessary for the administration of the Trust. In addition, the Trustees may retain and consult with legal counsel, who may be counsel for the Employer or the Trustees' own counsel with respect to the meaning or construction of the Trust or the Trustees' obligations or duties. The Trustees shall be protected from any responsibility with respect to any action taken or omitted by them in good faith pursuant to the advice of such counsel, to the extent permitted by law.

7.6 Records and Accounts of the Trustees: The Trustees shall keep a record of all the Trustees' proceedings and shall keep all such books of account records, and other data as may be

necessary in the administration and conduct of this Trust, including records to reflect the affairs of this Trust, to determine the amount of the respective Participants' interests in the Trust Fund, and to determine the amount of all benefits payable under this Trust. Subject to the requirements of law, any person dealing with the Trustees may rely on, and shall incur no liability in relying on, a certificate or memorandum in writing signed by the Trustees as evidence of any action taken or resolution adopted by the Trustees. The Trustees' records and accounts shall be open to inspection by the Employer's governing body at all reasonable times during business hours. The books and records of the Trust shall be kept in accordance with generally accepted accounting principles and the end of the fiscal year of the Trust shall be the Trust Year. After the close of each year of the Trust, the Trustees shall render a statement of assets and liabilities of the Trust Fund for such year.

7.7 Fees and Expenses: The Trustees may be paid such reasonable compensation as permitted under NAC 287.784. In addition, the Trustees shall be reimbursed for any necessary and reasonable expenses, including reasonable counsel and accounting fees, as well as the expense of the audit required pursuant to NRS 287.017 and Section 7.1(b) of this Trust, incurred by the Trustees in the administration of the Trust Fund. Such compensation and expenses may be paid from the Trust Fund. All taxes of any kind that may be levied or assessed under existing or future laws upon, or in respect of, the Trust Fund or the income thereof shall be paid by the Trustees from the Trust Fund.

ARTICLE VIII.

Continuance, Termination, and Amendment of Trust

8.1 Termination of Trust: This Trust shall continue in full force and effect for such time as may be necessary to accomplish the purposes for which it is created. The expectation of the Trust Sponsor is to continue this Trust indefinitely, but the continuance of the Trust is not assumed as a contractual obligation by any Employer. The right is reserved to each Employer's local governing body to terminate the Employer's participation in this Trust in whole or in part at any time. In addition, the right is reserved to the Trust Sponsor's governing body to terminate this Trust in whole or in part at any time, including the termination of any Employer's participation in this Trust.

8.2 Disposition of Trust Upon Termination: Upon the termination of the Trust, to the extent that the Trust assets are not transferred to a successor trust pursuant to Section 5.3, the Trustee shall hold the Trust Fund until it is completely exhausted by paying those benefits provided under the Benefit Plans and paying the reasonable expenses of the Trust, including expenses incurred in the termination and liquidation of the Trust; provided, however, that upon the complete satisfaction of all obligations under the Benefit Plans and the satisfaction of all liabilities of the Trust, any remaining Trust Fund assets may be transferred to the Employer as determined by the Trustee and in compliance with all applicable laws.

8.3 Amendments to Trust: At any time the Trust Sponsor's governing body may amend this Trust for any purpose by delivering to the Trustees signed copies of such amendment, which amendment shall be signed by the Trustees. Such amendment shall be effective as of the

date specified by the Trust Sponsor's governing body, or if no date is specified, then on the first day of the next succeeding Trust Year.

ARTICLE IX.

Miscellaneous

9.1 Trust Not Subject to Creditors' Claims: No assignment of any benefit under the Trust will be recognized or permitted; nor shall any such benefit or any assets of the Trust Fund be subject to attachment, garnishment or the claims of any creditors of any Employer or any Participant or beneficiary of the Trust.

9.2 Text to Control: The headings of articles and sections are included solely for convenience of reference. If any conflict between any heading and the text of this Trust exists, the text shall control.

9.3 Severability: If any provision of this Trust is illegal, invalid or unenforceable for any reason, such illegality, invalidity or unenforceability shall not affect the remaining provisions. On the contrary, such remaining provisions shall be fully severable, and this Trust shall be construed and enforced as if such illegal, invalid or unenforceable provisions never had been inserted in the agreement.

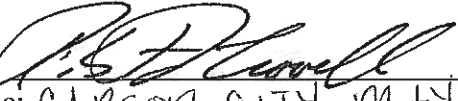
9.4 Applicable Law: All questions, disputes or other issues relating to the Trust including but not limited to the interpretation, administration, operation and/or application of the Trust or its provisions shall be governed by the laws of the State of Nevada.

9.5 Changes in Governing Law: To the extent any provision in this Trust is included in compliance with the requirements of the NRS or the NAC, if any change to such requirement is made in the NRS or the NAC, this Trust Agreement shall be deemed to be amended to the extent required to reflect the corresponding change in the NRS or the NAC, provided that such deemed amendment does not cause the Trust to not be exempt from taxation under Code Section 115.

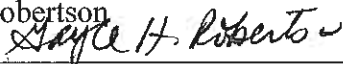
9.6 Execution in Counterparts. This Trust may be executed in two or more counterparts, each of which will be deemed an original, but all of which taken together will constitute one and the same agreement (and all signatures need not appear on any one counterpart), and this Trust will become effective when one or more counterparts has been signed by each party and delivered to the other party.

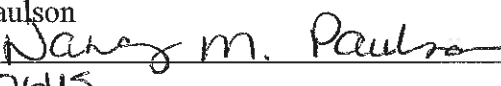
This Trust has been executed this 4th day of June, 2015.

CARSON CITY, NEVADA

By: 
 Title: CARSON CITY MAYOR
 Date: 6.4.15

TRUSTEES

Gayle H. Robertson
 Signature: 
 Date: 6-17-15

Nancy M. Paulson
 Signature: 
 Date: 5/26/15

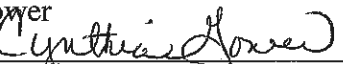
Cynthia Gower
 Signature: 
 Date: 6/4/15

EXHIBIT A
BENEFIT PLANS FUNDED THROUGH TRUST

Prominence Health Plan (for medical, prescription, and dental)
The Standard Life Insurance Plan (for life and AD&D)

The Benefit Plans listed above may be changed at any time in the future (without the need for an amendment to the Trust Agreement or this Exhibit) as determined by the Employer consistent with the terms of any bargaining agreement between the Employer and employees for bargaining unit employees; and as determined by the Employer for non-bargaining unit employees.

EXHIBIT B
PARTICIPATING EMPLOYERS

Carson City, Nevada

