



1526 K Street, Suite 400
P.O. Box 94816
Lincoln, NE 68509-4816
Phone: 402-471-2053
Toll Free: 800-245-5712
Fax: 402-471-9493
npers.ne.gov

PUBLIC EMPLOYEES' RETIREMENT BOARD MEETING

Monday, August 18, 2025; 9:30 a.m.

A regular meeting of the Public Employees Retirement Board (PERB) convened at 9:30 a.m., Monday, August 18, 2025, in the First Nebraska Administrative Building, Lower-Level, Training and Development Room, 1526 "K" Street, Lincoln Nebraska. The Board members were notified of this meeting by Agenda posted on the PERB SharePoint website on Friday, August 8, 2025. Public notice of this meeting was published in the Lincoln Journal-Star and the Omaha World-Herald on Monday, August 11, 2025. J. Elliott chaired the meeting and C. Bryant recorded the minutes.

Board Members Present

Janis Elliott, Chair, School Plan Member
Judge Thomas Zimmerman, Vice-Chair, Judges Plan Member
Patrick Bourne, Public Member
Gerald Clausen, Public Member
Jacob Curtiss, School Plan Member
Michael Donley, State Plan Member
Brent Larson, Omaha School Plan Member
Charles Neumann, County Plan Member
Luke Splattstoesser, State Patrol Member
Ellen Hung, Ex-Officio, State Investment Officer

Board Members Absent

None

NPERS Staff Present

Tag Herbek, Legal Counsel
Vanessa Hohlen, Internal Auditor
Coral Bryant, Administrative Specialist
Johnetta Lang, Data Services Manager
Melissa Nuss, Retirement Plan Manager
John E. Jensen, Attorney III
Jack Hardy, IT Manager
Heather Critchfield-Smith, Marketing & Communications Specialist III
Dean Gress, IT Applications Developer
Aaron McArthur, Auditor
Caitlin Glenn, Auditor
Eva Priebe, Auditor
Teresa Zulauf, Controller
Mitch Snyder, Retirement Specialist II
Maria Davis, Retirement Specialist II

Others Present

Ryan Walton, Governor's Budget Office
Eric Asboe, Supreme Court Fiscal Analyst
Pat Beckham, CavMac
Brent Banister, CavMac
Bill Biven, Legislative Fiscal Office
Trevor Fitzgerald, Retirement Systems Committee Legal Counsel
Josh Ruhnke, Ameritas

Agenda Item 1 – Meeting Called to Order: J. Elliott called the August 18, 2025, Board Meeting to order at 9:30 a.m.

Agenda Items 2 and 3 – Open Meetings Law and Roll Call: J. Elliott stated this meeting will follow the Nebraska Open Meetings Act and a copy of the Act is provided electronically, via a link on the final agenda posted on the Nebraska Public Employees Retirement Systems' (NPERS) website, on the Attorney General's website, and a copy of the Act is located on the table by the door. Present at meeting: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, L. Splattstoesser, and E. Hung. Absent: None

Agenda Item 4 – Approval of Minutes: G. Clausen moved for approval of the minutes of the July 21, 2025, Board Meeting. Motion was seconded by C. Neumann. Members voted as follows: For: J. Elliott, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Abstain: T. Zimmerman. Motion carried.

Agenda Item 5 – Approval of Budget Status Report & July Retirement Report: C. Neumann moved to approve the Budget Status Report and the July 2025 Retirement Report. Motion was seconded by T. Zimmerman. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Agenda Item 6 – Public Comments or Correspondence from Citizens: There were none.

Agenda Item 7 – Board Committee Reports – Actuarial Optional Forms Factor Committee: J. Curtiss gave a summary of the Ad-Hoc Actuarial Optional Forms Factor Committee meeting on August 8, 2025.

Discussion followed the summary.

Agenda Item 8 – Adoption of Actuarial Factors

Approval of Actuarial Assumptions of the Nebraska School Employees Retirement System:

J. Curtiss moved to approve the use of the scheduled set of actuarial assumptions for each July 1 evaluation of the Nebraska School Employees Retirement System for the purchase of service calculator for the twelve months following the valuation date, based upon the recommended

actuarial assumptions in the experience study received by the PERB at its meeting in March of 2025. The purchase cost for a member will be based on a 50/50 blend of male and female costs, reflecting the member's benefit tier. Motion was seconded by M. Donley. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Approval of Actuarial Assumptions of the Omaha Schools Employees Retirement System (OSERS): J. Curtiss moved to approve the actuary's recommendation for the actuarial assumptions used for the calculation of the asset transfer for the service annuity for OSERS members who retire. Such calculation will be based on the investment return assumption used in the actuarial valuation for the valuation date preceding the member's retirement date and the mortality assumption used in the 2025 valuation with mortality improvements projected to the year 2045, using the mortality projection scale used in the 2025 valuation. These assumptions will be used until they are reevaluated in the next NPERS School experience study. Motion was seconded by M. Donley. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Adoption of Actuarial Factors for Schools, Judges and Patrol Plans: J. Curtiss moved to change the interest rate for Schools and Judges, and for the QDRO calculations for Schools, Judges, and Patrol plans, from 7.00% to 6.75%. Given the relatively small impact of the change on benefit amounts, there will be no phase in. The interest rate assumption will move to 6.75% starting with retirements and other calculations that require actuarial factors, beginning January 1, 2026. Motion was seconded by T. Zimmerman. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Adoption of Actuarial Factors for State and County Tier One Plans: T. Zimmerman moved to change the interest rate for the State and County plans, Tier One, from 7.75% to 6.75%, but to phase in the change by developing the member's annuity factor by interpolating between the current factors and the factors based on the new interest rate over a 24-month period, beginning January 1, 2026. Motion was seconded by P. Bourne. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Adoption of Actuarial Factors for State and County Tier Two Plans: J. Curtiss moved to change the interest rate for the State and County plans, Tier Two, from 7.00% to 6.75%, but to phase in the change by developing the member's annuity factor by interpolating between the current factors and the factors based on the new interest rate over a 24-month period, beginning January 1, 2026. Motion was seconded by P. Bourne. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

The PERB took a break from 11:29 a.m. until 11:40 a.m.

Agenda Item 9 – Internal Auditor’s Report: V. Hohlen gave the Internal Auditor’s Second Quarter Report.

Presentation materials were included in the meeting materials. Discussion followed the presentation.

G. Clausen moved to receive the Internal Auditor’s Report. Motion was seconded by L. Splattstoesser. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

V. Hohlen presented a proposed Internal Audit Charter.

Presentation materials were included in the meeting materials. Discussion followed the presentation.

J. Curtiss moved to approve the adoption of the Internal Audit Charter. Motion was seconded by M. Donley. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

V. Hohlen presented a proposed Audit Committee Charter.

Presentation materials were included in the meeting materials. Discussion followed the presentation.

J. Curtiss moved to approve the adoption of the Audit Committee Charter. Motion was seconded by L. Splattstoesser. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Agenda Item 10 – Legal Presentation: T. Herbek gave an Education Presentation.

Presentation materials were included in the meeting materials. Discussion followed the presentation.

T. Herbek gave an Inadvertent Benefit Overpayment Process Review presentation. Presentation materials were included in the meeting materials. Discussion followed the presentation.

G. Clausen moved to accept the Inadvertent Overpayment Process Review. Motion was seconded by C. Neumann. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Agenda Item 11 – Board Policy Review: T. Herbek gave a presentation on potential Board Policy Updates. Potential Board Policy updates will be redrafted based upon Board feedback and re-presented to Board.

Presentation materials were included in the meeting materials. Discussion followed the presentation.

Agenda Item 12 – Interim Director’s Report: T. Herbek gave the Interim Director’s Report on behalf of T. Cummings.

- He reported on the vacant positions for the agency and the progress on filling those vacation positions.
- The IT audit is still ongoing and should be finished soon.
- The Education Services team continues to work on new educational videos and make them available on the NPERS website. More videos are still in production and will be posted once they are completed.
- NPERS continues its review of the agency’s rules and regulations.
- NPERS is conducting meetings with ID verification vendors regarding the online refund project.
- The Cash Balance plan dividends have been posted to member accounts and letters will be mailed to some members for them to complete paperwork in order to process their dividend payment.
- The Audit of Public Account’s office expects to have the Omaha School, State, and County audits completed soon.
- NPERS requested an additional position in its Member Services department due to a significant increase in call volume. The request for the additional position was denied by the Department of Administrative Services.

Discussion followed the report.

C. Neumann moved to receive the Interim Director’s Report. Motion was seconded by L. Splattstoesser. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

Agenda Item 13 – Board Committee Reports: G. Clausen gave an update from the Budget and Personnel Committee. The committee continues work on the search for a new Director. The position remains posted on the Nebraska State Jobs website, and the committee is reviewing applications to identify a candidate(s) to present to the full board.

Discussion followed the update.

Agenda Item 14 – Board Education/Travel Requests: There were none.

Agenda Item 15 - Future Meetings/Agendas: The next PERB meeting is September 15, 2025.

Agenda Item 16 – Executive Session: At 1:06 p.m. T. Zimmerman moved the Board exit Regular Session and convene in Executive Session for the purpose of discussing Personnel Matters; Protection of the Public Interest, and Update on Pending Legal Matters; Protection of Public Interest, Prevention of Needless Injury to the Reputation of an Individual. P. Bourne seconded the motion. J. Elliott repeated the motion for the record. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, M. Donley, B. Larson, C. Neumann, and L. Splattstoesser. Against: None. Motion carried.

M. Donley and C. Neumann left the meeting.

At 2:40 p.m., G. Clausen moved the Board exit Executive Session and reconvene in Regular Session. Motion was seconded by T. Zimmerman. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, B. Larson, and L. Splattstoesser. Against: None. Motion carried.

Adjournment: G. Clausen moved that the meeting adjourn. Motion was seconded by B. Larson. Members voted as follows: For: J. Elliott, T. Zimmerman, P. Bourne, G. Clausen, J. Curtiss, B. Larson, and L. Splattstoesser. Against: None. Motion carried.

The meeting adjourned at 2:41 p.m.