

**Item 4 Supplemental Documents  
March 11, 2016 PEBP Board Meeting**

**From:** Shaun Franklin-Sewell [<mailto:shaun.franklin-sewell@unlv.edu>]  
**Sent:** Monday, March 07, 2016 4:09 PM  
**To:** Haycock,Damon <[dhaycock@peb.state.nv.us](mailto:dhaycock@peb.state.nv.us)>  
**Cc:** PEBP Board <[board@peb.state.nv.us](mailto:board@peb.state.nv.us)>  
**Subject:** Executive Officer Review

Dear Executive Director Haycock:

Thank you for allowing me the opportunity to offer, in your words, "an honest and transparent review" of how I feel you have performed in your duties. I am sorry that I was unable to get this to you prior to the distribution of the board packet for the March 11 meeting.

I am the Chair of the UNLV President's Advisory Council, and in that role, I also serve as a chair of the Health Benefits Subcommittee of the Infrastructure & Shared Governance Committee, UNLV's Top Tier Initiative. My subcommittee's mission is to continually monitor and work to improve the health benefits of UNLV employees.

Director Haycock visited UNLV's campus and heard our stories; he returned to Southern Nevada in January and came to UNLV *and* visited a campus of the College of Southern Nevada.

Director Haycock regularly answers my questions via email or phone. He has reported to me that the website will be revamped by the time open enrollment comes around. He has worked with his communications director to release communications to participants (that have often not been distributed further down the chain).

He has promised to help UNLV employees in any way he can, even if it means, sometimes, telling us things that are not pleasant to hear.

I echo Pat La Putt's statement. Director Haycock is the most communicative executive director in recent memory, and I feel like he has embarked upon an ambitious program to help PEBP orient itself to its mission: to be a "group health and life insurance program *centered around the people we serve...*"

**Shaun Franklin-Sewell, Ph.D.**

*Director of Marketing & Patron Services, UNLV Performing Arts Center  
Chair, UNLV President's Advisory Council*

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On Mar 7, 2016, at 3:18 PM, Genevieve Hudson <[ghudson@admin.nv.gov](mailto:ghudson@admin.nv.gov)> wrote:

Hi Damon,

From my view, as one of your HR Personnel Officers, overall, you are good to work with. After you first began in the position you did not reach out for counsel/advice until after a decision had been made or action had been taken on matters dealing with employees. You came to realize that the staff within Agency HR Services had valuable advice/counsel and began to discuss employee matters with us as they came up so that we could offer advice/counsel regarding the best practices in how to maneuver through the situation that would be most advantageous for the employee and the agency. We assisted you in thinking through possible actions regarding actions with/for employees as opposed to reacting to them. I am honored that you have come to trust and depend on me, and the rest of Agency HR Services, to provide you with guidance and support related to HR matters.

I hope these comments are helpful, and wish you good luck in all of your endeavors.

***Gennie (Genevieve) Hudson***

Agency HR Services

Ph. (775) 684-0247

[ghudson@admin.nv.gov](mailto:ghudson@admin.nv.gov)

*For general inquiries and assistance, or to submit recruiting requests (RTF form), please use our [agencyhr@admin.nv.gov](mailto:agencyhr@admin.nv.gov) e-mail address.*



115 Perimeter Center Place, Suite 1050  
Atlanta, Georgia 30346

March 4, 2016

Damon Haycock  
Executive Officer  
Public Employees' Benefit Program  
901 South Stewart Street, Suite 1001  
Carson City, Nevada 89701

Dear Mr. Haycock,

In response to your request for feedback, it is my pleasure to share my experiences of working with you as the Executive Officers of PEBP over the last few months.

The experience has been very positive. We have certainly had some challenges over this time as well as successes. I have been pleased that all discussions, no matter how difficult the subject matter, have been constructive. Your approach to these situations has been to clarify the issues, the impact they have had, and then let us propose the solution. This approach moves people towards solutions rather than defensive postures, and we appreciate this collaborative approach towards problem solving.

I have had the opportunity to have technical discussions with you on a variety of topics. We don't always agree on every philosophical aspect of IT management; however, the discussions and debates are interesting and fun, given your proficiency with the subject matter.

I believe that the relationship between our organizations could be further improved through a few actions. I would like to see more visibility of your role from a project governance and oversight perspective. Your involvement in project work and on an ongoing basis would help to ensure consistency with your own philosophy on project / vendor management. As a vendor, we would like to see you provide direction to your leadership team on the extent to which you'd like them involved in ongoing operations; in some cases, involvement is higher than we'd expect, in other cases it's lower.

With only a few months together, I'm enthused about the future of our relationship and look forward to continuing to work with you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rob Bartholomew'. The signature is stylized and fluid, with a prominent initial 'R' and 'B'.

Rob Bartholomew  
Vice-President, Solution Architecture  
Morneau Shepell

March 5, 2016

TO: Leo M. Drozdoff, Board Chairman  
& Public Employee Benefits Program Board

FROM: Prof. Douglas Unger, Executive Committee  
UNLV Faculty Senate


RE: Letter of appreciation for Damon Haycock, Executive Officer, PEBP

Dear Chair Drozdoff, and the PEBP Board:

It has come to my attention that the PEBP Board will soon review the performance of Mr. Damon Haycock as Executive Officer of PEBP during the months since his appointment by Governor Sandoval last July, 2015. Please know that in my capacity as a member of the UNLV Faculty Senate Executive Committee, and its representative assigned to follow and report on PEBP developments as well as to advocate on behalf of our faculty for continued improvements of our plans and benefits, I have found Mr. Haycock to be extremely helpful, informative, and in all ways professional in carrying out his duties for the PEBP board. His extremely useful and cordial outreach to our faculty and staff is much appreciated, and these efforts have greatly encouraged a gradual shift in attitude, too, toward the members of the board in carrying out their mission. More than anything else, Mr. Haycock's welcome, frank communications to us have helped our faculty much better to understand what the PEBP does, and to appreciate that the board and the faculty and staff are, in ways we perhaps did not appreciate enough before, allied in our common goals to secure the best possible health plans for Nevada state employees. This kind and style of executive communication, combined with Mr. Haycock's obviously broad and deep knowledge of the health benefits field, is making a very positive difference in the way our faculty views the challenges and opportunities the PEBP faces (and that our state and nation are facing) in our currently shifting, very volatile health benefits economy and environment. Please also know that I am personally grateful to Mr. Haycock for his frankness, efficiency and professionalism, and for a great deal that I have learned from him that is helping me to be a better elected representative and advocate for UNLV faculty. My hope is that Mr. Haycock's dedicated, effective carrying out of his duties is as deeply appreciated by the PEBP board.

Thanks to you, and the PEBP board, for all you are doing, and especially for the time and care you put into the vital decisions you are making. In the past, I don't believe our faculty have expressed nearly enough gratitude to the board's members for your efforts. Mr. Haycock has helped us to see this, too, and I trust that he will continue to do so in the future.

With Very Best Wishes --

  
Douglas Unger, At Large Representative  
UNLV Faculty Senate  
E-mail: [douglas.unger@unlv.edu](mailto:douglas.unger@unlv.edu)  
Ph: 702-373-8853



## Nevada Retiree Chapter 4041, AFSCME



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Office: 775-882-7318 Fax: 775-882-1202 E-mail: [retiree@nvafscme.org](mailto:retiree@nvafscme.org)

March 7, 2016

To Whom It May Concern:

The Retiree Chapter of AFSCME Local 4041 has been asked to give an assessment of Mr. Damon Haycock's performance as Executive Officer of the State of Nevada Public Employees' Benefit Program (PEBP).

We have enjoyed Mr. Haycock's willingness to engage in open dialogue about the PEBP program and commitment to better relationships with ours and other employee associations thus far. Mr. Haycock appears eager to support PEBP's development as a noteworthy example of a state-run public employee and retiree healthcare system. However, because of the relatively short time that we have had to be able to work with Mr. Haycock, as he was hired only last July 2015, we do not have other more extensive information to share with PEBP's Board.

Thank you for allowing us to comment on this matter.

Retiree Chapter Local 4041

Date: March 7, 2016

To: State of NV PEPB Board

Re: Review of Mr. Damon Haycock, Executive Officer

Ladies and Gentlemen,

Willis Towers Watson was notified that our feedback regarding the working relationship between Willis Towers Watson OneExchange team and Mr. Haycock would be appreciated for an upcoming review.

The OneExchange team had the pleasure of first speaking with Mr. Haycock in August of 2015 when he contacted us about his new role as the executive officer. We were pleased to hear that he had been chosen for the role and looked forward to working with him.

Since our first meeting, we have worked closely with Mr. Haycock to address several open issues regarding board inquiries and participant support, including inquiries on commissions, HRA Audit, and the Office Hours Pilot Program. As we began the launch of the individual meetings in Henderson, NV, Mr. Haycock was eager to assist and helped us procure the meeting location.

We've been working with Mr. Haycock for the last six months and find him understanding and engaged in the retiree benefits program.

Sincerely,

Chris Garcia  
Client Service Manager  
Willis Towers Watson's OneExchange