

Supplemental Material

Public Comments

Pedroza, Kari

From: Kimberly Barchard <kim.barchard@unlv.edu>
Sent: Monday, November 14, 2016 5:24 PM
To: Pedroza, Kari
Subject: Fwd: PEBP Update: November 17 PEBP Board Meeting Agenda

Dear Kari,

Thank you for allowing comments on the PEBP coverage. I thought I should mention that my husband and I have each had substantial difficulty in getting our prescriptions approved. Because of these difficulties, his injection treatments were interrupted and had to be started again, and my own treatment was first delayed and then interrupted. Although we eventually received approval to get our necessary prescriptions, we were disappointed and frustrated by the fact that our medical treatments were impaired because of the bureaucracy.

We had no problems with the previous prescription services.

We hope that the prescription services will be changed or that another option will become possible.

Thank you,

Kim

Kimberly A. Barchard
Associate Professor
Department of Psychology
University of Nevada, Las Vegas

----- Forwarded message -----

From: UNLV Official <unlvofficial@unlv.edu>
Date: Mon, Nov 14, 2016 at 4:26 PM
Subject: PEBP Update: November 17 PEBP Board Meeting Agenda
To: UNLV Official Submission <unlvofficialsubmission@unlv.edu>

Dear Colleagues,

The Public Employees Benefits Program (PEBP) Board is scheduled to meet on Thursday, November 17, 2016. The Board Agenda and Packet is now available on-line at – <https://pebp.state.nv.us/wp-content/uploads/2016/11/Packet-to-Post.pdf>

Items of interest in the Board Packet include:

Agenda item 9 – Discussion and possible action regarding proposed plan design changes for Plan Year 2018 (PY18) (July 1, 2017 – June 30, 2018), including but not limited to the following. Damon Haycock, Executive Officer (All Items for Possible Action)

- At the September 22, 2016 Board Meeting, per the Board's direction, PEBP staff was instructed to develop analysis and recommendations for PY18 Plan Benefit Design. PEBP Staff is providing the following proposed plan design changes taking into account the projected PY18 starting excess reserves of \$24.9 million. <https://pebp.state.nv.us/wp-content/uploads/2016/11/Item-9-Plan-Benefit-Options.pdf>
 - Possible incremental increase to the deductible of the CDHP PPO plan for individuals and families. Current deductibles are set at \$1,500 for individual, \$3,000 for family.
 - Possible decreases to the plan's portion of the coinsurance amounts for the CDHP currently set at 80%/20%.
 - Possible decreases to the \$1,500 annual dental benefit limit impacting CDHP and HMO participants.
 - Possible reductions to life insurance benefits this would impact CDHP and HMO participants. Current life insurance benefit is \$25,000 for active and \$12,500 for retirees.
 - Possible implementation of copays for CDHP annual vision exams. Currently the plan does not require a copay.
 - Possible decreases to the CDHP HSA/HRA employer contributions. The current base/enhanced contributions are \$700/\$400 for individual and \$200/\$100 for dependent (max 3).
 - In addition, PEBP is proposing two options for future enhanced funding.
 - The enhanced HSA individual amount would be provided as a "match" to employee contributions on a dollar per dollar basis. Employee must contribute into the HSA plan to receive the enhanced benefit.
 - Introduction of a wellness program. CDHP participants would have to complete the wellness to receive the enhanced HSA/HRA funding.
 - Possible implementation of a new CDHP vision hardware benefit of \$100. There is currently no benefit for hardware in the CDHP plan.
 - Possible implementation of capping the HRA annual roll-over amounts. This would impact both CDHP and Pre-Medicare retirees.
 - Possible new requirement for Medicare Exchange participants to pay for life insurance premiums.
 - Possible creation of a CDHP limit benefit of \$1,500 and a new network for Hearing Aids.
 - Possible elimination of the requirement that Medicare retirees remain on the Medicare Exchange to continue to receive HRA employer contributions.
 - Possible new optional second opinion provider benefit on the CDHP plan. PEBP would contract with second opinion vendors to assist participants requesting a second opinion on their current medical diagnosis.
 - Possible implementation of a reference base pricing requirement for musculoskeletal services (hip, knee and shoulder surgeries) and outpatient colonoscopies on the CDHP. PEBP would pay a fixed amount for the cost of a specific health care service and the participant must pay the difference in price if a more costly health care provider or service is selected.
 - Possible implementation of a near site clinic and update on feasibility study. A near site clinic would be generally used as a primary care service for participants and dependents by CDHP participants.
 - Possible implementation of a new preventive drug list on the CDHP. Participants would be allowed to purchase generic and brand name medications needed for chronic diseases and other ongoing issues without having to satisfy the high deductible and utilize the coinsurance from day one of the plan year.
- In addition, PEBP is proposing to provide any updates on excess reserves at the January 2017 meeting and adjustments based on the Governor's recommended budget, which will be not be available until that time.

Agenda item 10 – Executive Officer Report. Damon Haycock, Executive Officer (Information/Discussion)

- The Health Maintenance Organization (HMO) Evaluation Committee selected the winning vendor(s) the first week of November 2016. At the time of this report, the Letter of Intent to award a contract(s) has not been sent by Purchasing to the winning vendor(s).

The November 17, 2016 PEBP Board meeting will be held in Carson City but will be available via video-conference at Desert Research Institute located at 755 E. Flamingo Road, Southern NV Science Center Bldg. Room 182. <http://www.dri.edu/contact-dri/lv>.

The meeting will start at 9:00 a.m. PEBP covered employees and members of the public can voice comments during the Board meeting. You may also submit your comments in writing to PEBP Attn: Kari Pedroza 901 S. Stewart St, Suite 1001 Carson City NV 89701, Fax: [\(775\) 684-7028](tel:7756847028) or kpdroza@peb.state.nv.us at least two days prior to the meeting.

Thank you.

How has our service been? By clicking on the following link you can participate in a short survey to let us know: [HR Customer Service Survey](#)

This message has been distributed to the UNLV campus via the UNLV Official list server.

For information regarding the policies that govern this list and to learn how to post messages to it, go to <http://oit.unlv.edu/emailcollaboration/infoandofficial.html>

Pedroza, Kari

From: Vazquez, Patricia <patricia.vazquez@csn.edu>
Sent: Tuesday, November 15, 2016 10:06 AM
To: Pedroza, Kari
Subject: Proposed changes for 2018

I don't get it Kari. In one breath, PEBP says they working with excess reserves of nearly 25 million, and yet all the suggested changes result in increasing employee contributions while reducing coverage. Am I reading it wrong?

Patricia Vázquez
Professor of English
Project Lead for Linking with Latin America
Fulbright Campus Representative

Pedroza, Kari

From: Estrada, Mari <mari.estrada@csn.edu>
Sent: Tuesday, November 15, 2016 1:59 PM
To: Pedroza, Kari
Subject: FW: PEBP Update: November 17 PEBP Board Meeting Agenda

Hi Kari,

Just wanted to send you my comments on the latest plan changes. Year after year we keep seeing cuts to our benefits and employees having to pay more and more out of pocket expenses. Based on the list below, there's all kinds of increases, decreases and implementations that affect us. I'm a single mother with two teenagers. I don't receive any type of child support or alimony and never will. We need better health plans with better coverage and less out of pocket expenses. I hope that PEBP and the Board of Regents will look into options that are the most beneficial to state employees.

Regards,

Mari Estrada

From: Department of Human Resources
Sent: Tuesday, November 15, 2016 7:50 AM
To: All <All@csn.edu>
Subject: PEBP Update: November 17 PEBP Board Meeting Agenda



**The Following Announcement is Intended for Benefit-Eligible Employees
Please Direct Questions to HRcustomerservice@csn.edu or 651-5800**

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Thank you.