

**STATE OF NEVADA
PUBLIC EMPLOYEES' BENEFITS PROGRAM
BOARD MEETING**

The Legislative Building
401 South Carson Street, Room #1214
Carson City, NV 89701

ACTION MINUTES (Subject to Board Approval)

November 21, 2019

**MEMBERS PRESENT
IN CARSON CITY:**

Ms. Linda Fox, Vice Chair
Mr. Don Bailey, Member
Ms. Leah Lamborn, Member
Ms. Jet Mitchell
Mr. John Packham, Member
Mr. Tom Verducci, Member
Ms. Christine Zack, Member

MEMBERS EXCUSED: Ms. Mandy Hagler, Member

FOR THE BOARD: Ms. Brandee Mooneyhan, Deputy Attorney General

FOR STAFF: Mr. Damon Haycock, Executive Officer
Ms. Cari Eaton, Chief Financial Officer
Ms. Laura Rich, Operations Officer
Ms. Nancy Spinelli, Quality Control Officer
Ms. Wendi Lunz, Executive Assistant

1. Open Meeting: Roll Call

Vice Chair Fox opened the meeting at 8:30 a.m.

2. Public Comment

Public Comment in Carson City:

- Terri Laird – RPEN
- Mark Costa – State of Nevada Employee

Public Comment in Las Vegas:

- Doug Unger - Employee Benefits Representative UNLV Faculty Senate
- Priscilla Maloney – AFSCME

3. PEBP Board disclosures for applicable Board meeting agenda items. (Brandee Mooneyhan, Deputy Attorney General) (Information/Discussion)

4. Consent Agenda (Linda Fox, Vice Chair) (**All Items for Possible Action**)

Consent items will be considered together and acted on in one motion unless an item is removed to be considered separately by the Board.

4.1. Approval of the Action Minutes from the September 26, 2019 PEBP Board Meeting.

4.2. Health Claim Auditors, Inc. annual audit of Willis Towers Watson's OneExchange for the timeframe July 1, 2018 – June 30, 2019: (1) Report from Health Claim Auditors; (2) Willis Towers Watson's response to audit report; and (3) for possible action to accept audit report findings and assess penalties, if applicable, in accordance with the performance guarantees included in the contract pursuant to the recommendation of Health Claim Auditors.

4.3. Receipt of the Casey, Neilon & Associates Audited Financial Statements of PEBP for Fiscal Year 2019.

4.4. Approval of the updated PEBP Strategic Plan.

BOARD ACTION ON ITEM 4.

MOTION: Motion to approve 4.1, 4.2 and 4.4 agenda items.

BY: Leah Lamborn

SECOND: Christine Zack

VOTE: Unanimous; the motion carried.

BOARD ACTION ON ITEM 4.3

MOTION: Motion to approve section 4.3.

BY: Tom Verducci

SECOND: Jet Mitchell

VOTE: Unanimous; the motion carried.

5. Update on the Morneau Shepell Performance Improvement Plan (Morneau Shepell) (Information/Discussion)

6. Presentation on the development and history of PEBP's Incurred But Not Paid (IBNP), Catastrophic, and Health Reimbursement Arrangement (HRA) reserves. (Aon and Cari Eaton, Chief Financial Officer) (Information/Discussion)

7. Discussion and possible action regarding proposed plan design changes for Plan Year 2021 (July 1, 2020 – June 30, 2021), including but not limited to the following:
 - Possible implementation of narrow pharmacy network for 90-day prescriptions on the EPO plan;
 - Possible implementation of a second opinion program for CDHP high cost high value healthcare;
 - Possible implementation of a Chronic Kidney Disease management program on the CDHP;
 - Possible increases to CDHP HSA/HRA enhanced employer contributions;
 - Possible implementation of additional Centers of Excellence for members on the CDHP and EPO plan;
 - Possible reduction to CDHP deductibles and out-of-pocket maximums;
 - Possible elimination of the \$25 copay for annual vision exams;
 - Possible increases to the dental benefit maximums of the CDHP, EPO, HMO, and Medicare Exchange participants;
 - Possible inclusion of recent IRS approved drugs to PEBP's Preventive Drug List on the CDHP; and
 - Additional benefit design inclusions/exclusions/alterations to meet projected budget needs.

(Damon Haycock, Executive Officer) (**All Items for Possible Action**)

BOARD ACTION ON ITEM 7.

MOTION: For Plan Year 2021, motion that PEBP recommend implementing second opinion services with second MD from the CDHP and EPO plans. 2) Piloting chronic kidney disease services. 3) Approving the 125 dollar enhanced HSA/HRA funding as approved by the Legislature. 4) Increasing member educational benefits of utilizing the Centers of Excellence. 5) Tabling all other analyzed enhanced benefits above for possible inclusion in the '22 – '23 budget development, plus the inclusion of the generic SSRI as Vice Chair Fox has suggested.

BY: Member Tom Verducci

SECOND: Member John Packham

VOTE: Unanimous; the motion carried.

8. Discussion and possible action to approve benefit changes for Plan Year 2021 to PEBP's Master Plan Documents for the CDHP and Premier (EPO) plans. (Damon Haycock, Executive Officer) (**For Possible Action**)

BOARD ACTION ON ITEM 8.

MOTION: Motion to approve benefit changes to PEBP's Master Plan Documents for the CDHP and EPO plans for Plan Years 2020 and 2021.

BY: Member Jet Mitchell

SECOND: Member Don Bailey

VOTE: Unanimous; the motion carried

9. Discussion on PEBP's FY 2022/2023 budget development and direction to staff on budget enhancements for submission of PEBP's biennial budget August 2020. (Damon Haycock, Executive Officer) (For Discussion)

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

11. Public Comment

Public Comment in Carson City:

- Peggy Lear Bowen – Retiree Participant (See Exhibit A for comments)

Public Comment in Las Vegas:

- Vicky Cameron – PEBP Participant

12. Adjournment

- Vice Chair Fox Adjourned the meeting at 11:40 AM

Exhibit A

These remarks are presented as transcribed by Capitol Reporters.

AGENDA ITEM 11 - PUBLIC COMMENT FROM MS. BOWEN:

MS. BOWEN: Well, I know we're coming close to Thanksgiving, but I wasn't expecting that turkey to fly.

Mr. Damon Haycock, you cannot imagine with what pride, maybe pride is not a good word, but with what pride I had when watching the Today Show on national TV Channel 4 NBC and hearing when other states were -- were dying with their -- with their insurance policies for their employees and they had gone bankrupt because programs had been rated by others to use the money, and you have kept this program as the model for the nation to use and -- and you with all your staff, not you as an individual, you, when I say you as an individual, you created an entity where we the consumer here felt like we could come to you and ask questions and we weren't bugging you. We were -- you were going to the extra effort. You were looking up information at the drop of a hat to help us or adding to the conversation and making sure things were on the agenda.

You made this our program and you as our representatives, we're part of you and you're part of us. You made us one. You as an individual cleaned up and you said a few things. You cleaned up a mess, an absolute mess where we weren't functioning, and there was a case where things were going to be taken away from this Board where we have a voice. Over at the legislature you get three minutes at a podium maybe if you're lucky, and you might get a little extension if you wait until midnight to talk again in public comment, but you made it so this is -- is the panel where we can come where the voices are heard, where department heads are heard, where individual teachers are heard, whatever it is where the public is heard so it is a public employee program.

You have been an asset, and I hope you -- you go and move and the wife and kids don't like the schools and don't like the area in which they have to live and that you can come back. And so instead of saying that giving your notice January 1st, why don't you just take a little sabbatical and get yourself in order like we teachers get June, July and August and other professors get sabbaticals. Think of it as why don't we plan a vacation for Mr. Haycock. Let him take his breath. This man hasn't taken a breath since he's been here. It's been one fire after another, one crisis after another. We ought to make him the captain of the PEBP Board Fire Department because of all of the things he's done and all of the people he brought together where he made the people feel like they counted.

At the university, one suggestion for the future for you all to consider is have -- have them hold meetings and summits of their department heads to say what is it you need for insurance in the chemistry department that you don't need in the theater department? What does your plan need to look like so they are more inclusive and more transparent. Make transparency a disease catchable by all of the stakeholders, please, please, please.

And -- and I guess I'm about my three minutes up, but from my heart and soul thank you. Would you please thank your family for sharing you with us because when you've been with us

you're not with them, and would you all, all please totally, and that comment goes for all of you,
would you please have the most marvelous, fabulous, tremendous Thanksgiving on the planet.
Thank you. Thank you. Thank you.