

**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)

January 23, 2020

**MEMBERS PRESENT
IN CARSON CITY:**

Mr. Peter Long, Board Chair
Mr. Don Bailey, Member
Mr. Tom Verducci, Member
Mr. David Smith, Member

**MEMBERS PRESENT
IN LAS VEGAS:**

Ms. Linda Fox, Vice Chair
Ms. Jet Mitchell, Member

**MEMBERS PRESENT
VIA CALL IN:**

Ms. Christine Zack, Member

MEMBERS EXCUSED:

Ms. Mandy Hagler, Member
Ms. Leah Lamborn, Member

FOR THE BOARD:

Ms. Brandee Mooneyhan, Deputy Attorney General

FOR STAFF:

Ms. Laura Rich, Interim Executive Officer
Ms. Cari Eaton, Chief Financial Officer
Mr. Brett Harvey, Chief Information Officer
Ms. Nancy Spinelli, Quality Control Officer
Ms. Wendi Lunz, Executive Assistant

1. Open Meeting: Roll Call
Board Chair Long opened the meeting at 11:00 a.m.
2. Public Comment
Public Comment in Carson City:
 - Priscilla Maloney – AFSCME
 - Donna Healy – UNR Employee
 - Kent Ervin – Nevada Faculty Alliance
 - Marlene Lockard – RPENPublic Comment in Las Vegas:
 - Doug Unger - Employee Benefits Representative UNLV Faculty Senate
3. PEBP Board disclosures for applicable Board meeting agenda items. (Brandee Mooneyhan, Deputy Attorney General) (Information/Discussion)
4. Consent Agenda (Peter Long, Board 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 Action Minutes from the November 21, 2019 and December 20, 2019 PEBP Board Meeting.
 - 4.2. Receipt of PEBP Chief Financial Officer quarterly reports for the period ending September 30, 2019
 - 4.2.1. Budget Report
 - 4.2.2. Utilization Report
 - 4.3. Quarterly vendor reports for timeframe July 1, 2019 – September 30, 2019
 - 4.3.1. HealthSCOPE Benefits – Obesity Care Management Program
 - 4.3.2. HealthSCOPE Benefits – Diabetes Care Management Program
 - 4.3.3. American Health Holdings - Utilization and Large Case Management
 - 4.3.4. The Standard Insurance – Basic Life and Long-Term Disability Insurance
 - 4.3.5. Willis Towers Watson's Individual Marketplace Enrollment & Performance Report
 - 4.3.6. Hometown Health Providers and Sierra Healthcare Options – PPO Network
 - 4.4. Acceptance of the annual PEBP Appeals and Complaints Summary for submission to the Nevada Division of Insurance.
 - 4.5. Acceptance of Health Claim Auditors' quarterly audit findings for HealthSCOPE Benefits for the timeframe of July 1, 2019 – September 30, 2019.

BOARD ACTION ON ITEM 4

MOTION: Motion to approve items under consent agenda number 4 except for 4.2.1 and 4.3.6, and with corrections on minutes from November to identify Jet Mitchell as a Board Member.
BY: Member Don Bailey
SECOND: Member David Smith
VOTE: Unanimous; the motion carried.

BOARD ACTION ON ITEM 4.2.1

MOTION: Motion to approve 4.2.1
BY: Member Tom Verducci
SECOND: Member Don Bailey
VOTE: Unanimous; the motion carried.

BOARD ACTION ON ITEM 4.3.6

MOTION: Motion to approve 4.3.6
BY: Member David Smith
SECOND: Member Jet Mitchell
VOTE: Unanimous; the motion carried.

5. Presentation on self-funded claims trend experience and projections of the composite rate trend for Plan Year 2020 (July 1, 2019 – June 30, 2020). (Stephanie Messier, Aon Hewitt) (Information/Discussion)
6. Presentation on PEBP's 2019 Member Satisfaction Survey. (Laura Rich, Interim Executive Officer) (Information/Discussion)
7. Presentation on EPO End-of-Year Evaluation (Laura Rich, Interim Executive Officer) (Information/Discussion)
8. Discussion and possible action on Budget Enhancement Options for FY22/FY23 Budget (Laura Rich, Interim Executive Officer) (**For Possible Action**)

BOARD ACTION ON ITEM 8 (Item 1, A - F)

MOTION: Motion to have PEBP provide information at the next meeting on Item One, all those noted A, B, C, D, E and F, which includes the cost to perform an independent actuarial review.
BY: Member Tom Verducci
SECOND: Member Don Bailey
VOTE: Unanimous; the motion carried.

BOARD ACTION ON ITEM 8 (Item 2, A - C)

MOTION: Motion that staff pursue the additional analysis on the recommendations including the three options that we're discussing (Eligibility System Replacement, Addition of Staffed Las Vegas Office, HSA/HRA Supplemental Funding) to present to the Board.

BY: Member Jet Mitchell

SECOND: Member Don Bailey

VOTE: Unanimous; the motion carried.

BOARD ACTION ON ITEM 8 (Item 3, A)

MOTION: Motion to allow the PEBP Board to do further analysis on the Save-On program.

BY: Member Jet Mitchell

SECOND: Member Don Bailey, with addition, much more detail at the March meeting on what exactly this program does.

VOTE: Unanimous; the motion carried.

9. Update on Morneau Shepell Performance Improvement Plan (Morneau Shepell) (Information/Discussion)
10. Interim Executive Officer Report. (Laura Rich, Interim Executive Officer) (Information/Discussion)
11. Discussion and possible action regarding the permanent appointment or recruitment of the Executive Officer. (Peter Long, Board Chair) (**For Possible Action**)

BOARD ACTION ON ITEM 11. (Item 11 tabled for public comment, reopened after public comment)

MOTION: Motion for a 14-day open competitive recruitment to be conducted by agency HR services. Should there be five or more qualified applicants, subcommittee which will be appointed will recommend which five come to the Board. If there are less than five, five or less they will all come to the Board.

BY: Member David Smith

SECOND: Member Jet Mitchell

VOTE: Six in favor, one opposed; the motion carried.

12. Public Comment

Public Comment in Carson City:

- Kent Ervin – Nevada Faculty Alliance
- Marlene Lockard – RPEN
- Priscilla Maloney – AFSCME
- Peggy Lear Bowen - Retiree Participant (See Exhibit A for comments)

Public Comment in Las Vegas:

- Doug Unger - Employee Benefits Representative UNLV Faculty Senate

13. Adjournment

Board Chair Long adjourned the meeting at 2:37 p.m.

Exhibit A

These remarks are presented as transcribed by Capitol Reporters.

AGENDA ITEM 12 - PUBLIC COMMENT FROM MS. BOWEN:

MS. BOWEN: Good afternoon. My name and my words for the record, my name Peggy, P-e-g-g-y Lear, L-e-a-r. Last name Bowen, B-o-w-e-n. Thank you all for your time, energy and efforts today.

Some important things to remind you about and that is monies and controlling monies and search and, quite frankly, Ms. Rich came in and filled the role that we desperately needed. We were at a crunch time then that we put out for a search for people to come in and -- and -- and hers was the only -- she came in and filled the role when no one else would. You said find a person who can do this, that and the other thing.

You're looking right now for legislative session that thinks this Board is important and it is our voice. We hope that you do anything and everything you possibly can to maintain PEBP as an entity and not have it erased from existence.

When -- when -- when Mr. Haycock was here he had a good relationship with the legislature, and you haven't mentioned much about legislative relationship. They are the people with the pursestrings. That's the control they have over PEBP, and Ms. Rich was given some indication where she changed her location, tore her family out of where they lived, brought them all here, moved, lock, stock and barrel to come in for a position that she thought, and I could be speaking out of order, and I apologize if I am and you will surely correct me. She came here thinking this was a permanent position to be had and that -- and she has done an excellent job in every single - - what things have you asked of her that she hasn't done? Name it because that's your responsibility right now.

We're getting into a time where PEBP has to look like it is back in control of itself. You're right. She came in in tough times. Please consider doing that. When it comes to the meetings, she's the one who made access available and she improved the open meeting law.

You'll remember that we had people who actually used PEBP and because there was an auditor, an outside auditor that actually was going to be arrested for stealing funds and embezzling from PEBP and it was -- and Damon Haycock worked very hard to open this up and made sure that all members of PEBP were evaluated. You have not mentioned once that in looking for somebody. You also need to have an evaluation in place by which you're going to evaluate people when it comes to the end of their contract or the end of their time or time for evaluation.

You have to have -- you have to know what, when you have a person come into this position they have to know what the responsibilities are. If you don't have a job description, an evaluation type form in place to do those things ahead of time, you're putting carts before the horses maybe, and maybe by this conversation today that you'll keep that in mind.

And -- and most importantly, take a look at what you've got right now. An interim search, if that's -- if that's what you want to do, I consider that almost a betrayal of what you have. What are you looking for that you're not getting now? That's my personal opinion and -- and I can support having a very short period, but make it extremely short and give the person, whoever it may be, the right and nobody has yet to ask her if -- she obviously wants the job or she wouldn't have come in the first place. She wouldn't have moved. She wouldn't have upset her life. She wouldn't upset her kids' lives. She wouldn't have changed schools and come do this job.

CHAIRMAN LONG: Thank you.

MS. BOWEN: Thank you.

CHAIRMAN LONG: I appreciate it.

MS. BOWEN: And please have a very very -- I hope you had a good Martin Luther King Day and looking forward to a great whatever you practice whatever you believe in in your next celebration.

CHAIRMAN LONG: Thank you.

MS. BOWEN: And go Wolf Pack.