



CELESTENA GLOVER
Interim Executive Officer

JOE LOMBARDO
Governor

STATE OF NEVADA
PUBLIC EMPLOYEES' BENEFITS PROGRAM
3427 Goni Rd, Suite 109 | Carson City, Nevada 89706
Telephone 775-684-7000 | 702-486-3100 | 1-800-326-5496
www.pebp.state.nv.us

JACK ROBB
Board Chair

AGENDA ITEM

Action Item

Information Only

Date: July 27, 2023

Item Number: VII

Title: Executive Officer Report

Summary

This report will provide the Board, participants, public, and other stakeholders information on PEBP activities and operations.

Report

Legislative Update:

The 82nd Legislative Session ended on Monday, June 5, 2023, and two subsequent special sessions were called. During the regular session several bills were passed that will have some impact on PEBP. The details of which will be included in agenda item 8.

Open Enrollment Update:

A little over 6800 members made open enrollment selections which is consistent with the number of previous years activity. PEBP took a total of 4,582 calls to assist members with questions and/or issues with open enrollment and password resets. As illustrated in the migration chart below, members migrated largely from the CDHP to the LD plan.

PLAN	PY 2023	PY 2024
CDHP	16,120	14,782
LD	7,741	9,135
EPO	3,353	3,150
HMO	3,553	3,532
Dental	9,173	9,100
Declined	2,496	2,525

Note: Count reflects primary members only.

Voluntary Benefits Update:

PEBP received word from Corestream, the voluntary benefits administrator, on June 14, 2023, stating that they incorrectly calculated rates for those enrolled in Long Term Disability for Plan Year 2023. The error was caused by utilizing the benefit amount rather than the employee salary amount and affected approximately 874 participants. To correct the error, Corestream worked with the Standard to develop a plan to recoup the underpaid premiums. The following steps were agreed upon to mitigate the impact to those affected by this error.

- Corestream will spread the required collection of back premiums over the final 6-months of calendar year 2023 (July through December) to lessen the financial impact.
- Exceptions will be employees who were insured for a shorter period and therefore have smaller balances to recoup - those premiums will be collected more quickly.
- Corestream will send notices via email to those employees explaining the steps to be taken and their options.
 - PEBP staff reviewed the suggested communications and provided final approval for Corestream to begin sending emails to PEBP members affected by this error. Participants will receive the initial notification, and a reminder around mid to end of July.
- Participants will be given the option of canceling their coverage effective June 30, 2023, and will not be subject to the collection of past due premiums. The deadline for canceling their coverage is July 31, 2023. Cancellation notices will automatically be sent to those employees that choose this option.
- Employees will be directed to call Corestream directly with any questions related to this issue.

Staffing

Staffing at PEBP, as with other state agencies, continues to be a challenge. Further challenges are result of the recent transition from the previous HR software (Success Factors) to the legacy system (NEATS) which delayed the posting of recruitments for vacant positions around the state during the month of June and early July. However, we are now seeing those recruitments being posted in NEATS. In addition, during the month of June PEBP was able to fill the following vacant positions:

- Executive Assistant - Jessica Crane
- Chief Financial Officer – Michelle Weyland (internal promotion)
- Eligibility Supervisor – Wendi Lunz (internal promotion)

Recruitments for other vacant positions is ongoing and PEBP will be reviewing applications as those recruitments close. PEBP's current vacancy rates is around 30%.