

Financial Statements

For the Years Ended June 30, 2024 and 2023

**State Retirees' Health & Welfare  
Benefits Fund,  
Public Employees' Benefits Program,  
a fiduciary component unit of the  
State of Nevada**

State of Nevada  
State Retirees' Health & Welfare Benefits Fund  
Public Employees' Benefits Program  
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June 30, 2024 and 2023

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## **Independent Auditor's Report**

To the Board of the  
Public Employees' Benefits Program  
Carson City, Nevada

### **Report on the Audit of the Financial Statements**

#### ***Opinions***

We have audited the financial statements of the State Retirees' Health & Welfare Benefits Fund (the Fund), Public Employees' Benefits Program, a fiduciary component unit of the State of Nevada, as of and for the years ended June 30, 2024 and 2023, and the related notes to the financial statements, which collectively comprise the Fund's basic financial statements as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the Fund, as of June 30, 2024 and 2023, and the changes in its financial position for the years then ended in accordance with accounting principles generally accepted in the United States of America.

#### ***Basis for Opinions***

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in Government Auditing Standards, issued by the Comptroller General of the United States (Government Auditing Standards). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Fund and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

#### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Fund's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and Government Auditing Standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and Government Auditing Standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Fund's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

### ***Required Supplementary Information***

Accounting principles generally accepted in the United States of America require that the schedule of changes in net OPEB liability and related ratios, the schedule of contributions, and the schedule of investment returns be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has omitted the management's discussion and analysis that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinion on the basic financial statements is not affected by this missing information.

### ***Other Reporting Required by Government Auditing Standards***

In accordance with Government Auditing Standards, we have also issued our report dated October 14, 2025, on our consideration of the Fund's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness the Fund's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the Fund's internal control over financial reporting and compliance.

A handwritten signature in cursive script that reads "Eide Bailly LLP".

Reno, Nevada  
October 14, 2025

State of Nevada  
State Retirees' Health & Welfare Benefits Fund  
Public Employees' Benefits Program  
Statements of Fiduciary Net Position  
June 30, 2024 and 2023

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|  | <u>2024</u>            | <u>2023</u>            |
|--|------------------------|------------------------|
| Assets                                     |                        |                        |
| Cash with State Treasurer                  | \$ 2,803,705           | \$ 2,199,374           |
| Intergovernmental receivable               | 29,273                 | 23,940                 |
| Due from other State of Nevada funds       | 148,807                | 137,891                |
| Due from State of Nevada component units   | <u>-</u>               | <u>1,526,308</u>       |
| Total assets                               | <u>2,981,785</u>       | <u>3,887,513</u>       |
| Liabilities and Net Position               |                        |                        |
| Current Liabilities                        |                        |                        |
| Due to State of Nevada Self Insurance Fund | <u>16,813,187</u>      | <u>34,414,831</u>      |
| Net Position                               |                        |                        |
| Unrestricted (deficit)                     | <u>\$ (13,831,402)</u> | <u>\$ (30,527,318)</u> |

State of Nevada  
State Retirees' Health & Welfare Benefits Fund  
Public Employees' Benefits Program  
Statements of Changes in Fiduciary Net Position  
Years Ended June 30, 2024 and 2023

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|   | <u>2024</u>                   | <u>2023</u>                   |
|---|-------------------------------|-------------------------------|
| Additions   |                               |                               |
| Contributions   |                               |                               |
| Employer contributions                                | <u>\$ 67,278,021</u>          | <u>\$ 41,136,140</u>          |
| Treasurer's pool income                               |                               |                               |
| Interest and dividends                                | 186,802                       | 102,658                       |
| Net appreciation in fair value<br>of treasurer's pool | <u>16,623</u>                 | <u>37,344</u>                 |
| Total net treasurer's pool income                     | <u>203,425</u>                | <u>140,002</u>                |
| Total additions                                       | <u>67,481,446</u>             | <u>41,276,142</u>             |
| Deductions  |                               |                               |
| Benefit payments                                      | <u>50,785,530</u>             | <u>51,710,749</u>             |
| Change in Net Position                                | 16,695,916                    | (10,434,607)                  |
| Net Position (Deficit), Beginning of Year             | <u>(30,527,318)</u>           | <u>(20,092,711)</u>           |
| Net Position (Deficit), End of Year                   | <u><u>\$ (13,831,402)</u></u> | <u><u>\$ (30,527,318)</u></u> |

## **Note 1 - Summary of Significant Accounting Policies**

### **Reporting Entity, Purpose, and Plan Administration**

The State Retirees' Health and Welfare Benefits Fund (the Fund), Public Employees Benefits Program (PEBP) of the State of Nevada (the State) was created in 2007 by the Nevada Legislature to account for the financial assets designated to offset the portion of current and future costs of health and welfare benefits paid on behalf of the State retirees. The Fund is a multiple employer cost-sharing defined postemployment benefit plan run by the PEBP Board. The Fund provides benefits other than pensions to eligible retirees and their dependents through the payment of subsidies to PEBP which administers a group health and life insurance program.

The Fund is governed by the PEBP Board of Trustees which consists of eleven members who are appointed by the Governor of the State. Each appointee represents a specific class of public employees and retirees including the Nevada System of Higher Education, retired public employees, State employees, and local government employees. Additionally, two members must have substantial and demonstrated experience in risk management, health care administration, or employee benefits programs. One member must be employed in a managerial capacity for the State Department of Administration. These requirements are all in accordance with Nevada Revised Statute (NRS) 287.041.

The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. GASB standards have set forth certain component unit criteria to consider, in part, as follows:

- If the State of Nevada appoints a voting majority of the PEBP board and either has financial burden (legally or assumed) to make contributions to the Fund or if the State of Nevada may impose its will on the Fund.
- If the State of Nevada does not appoint a voting majority of the PEBP board and has both a financial burden (legally or assumed) to make contributions to the Fund and the Fund is fiscally dependent on the State of Nevada.

The Governor appoints the majority of the PEBP board, and the State of Nevada has the financial burden to make contributions to the Fund. The assets of the Fund belong to the officers, employees, and retirees of the State of Nevada in aggregate. Neither the State of Nevada nor the governing body of any county, school district, municipal corporation, political subdivision, public corporation, or other local governmental agency of the State of Nevada, nor any single officer, employee or retiree of any such entity has any right to the assets in the Fund. Therefore, due to the above factors, the Fund is considered a fiduciary component unit of the State of Nevada.

### **Basis of Accounting**

The financial statements of the Fund have been prepared in conformity with accounting principles accepted in the United States of America (U.S. GAAP) as applied to governmental units. The accompanying financial statements of the Fund have been prepared using the accrual basis of accounting and the economic resources measurement focus.



### **Cash with State Treasurer**

Monies being held by the Fund that are not required to pay current benefits are invested in either the Retirement Benefits Investment Fund established pursuant to NRS 355.220 or are held in the State of Nevada's general portfolio (Treasurer's Pool) pursuant to NRS 226.110 as approved in the legislatively approved budget. Cash with State Treasurer functions as a demand deposit account.

### **Contributions and Receivables**

For state agencies whose employer contributions are paid through central payroll at the State, the contributions are collected during each pay period and are funded by an assessment based on a percentage of actual payroll incurred. For all other employer participants, the contributions are paid based on an estimated assessment of each month and then trued up at least quarterly.

The receivable balances are reported in three classifications: intergovernmental, other State of Nevada funds, and State of Nevada component units. Intergovernmental receivables are outstanding amounts from state agencies, such as state boards and commissions. Other State of Nevada funds are amounts outstanding from governmental and proprietary funds within the State of Nevada. State of Nevada component unit receivables are outstanding amounts from the Nevada System of Higher Education. The Fund has not established an allowance for uncollectible amounts based on prior experience and known factors with respect to the employers.

The Fund does not receive member contributions.

### **Benefits and Payables**

Benefits and refunds are recognized when due and payable in accordance with the terms of the plan. Benefits are administered by the State of Nevada Self Insurance Fund, an internal service fund of the State of Nevada. Therefore, all benefit liabilities are recognized as due to the Self Insurance Fund.

### **Net Position**

Net position is restricted for postemployment benefits other than pension as described in NRS 287.04362. As more fully described in Note 5 to the financial statements, the Fund has a deficit net position as of June 30, 2024 and 2023, respectively, which requires presentation as an unrestricted (deficit) within the Statements of Fiduciary Net Position to be in accordance with U.S. GAAP.

### **Use of Estimates**

The preparation of financial statements is in conformity with accounting principles accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and notes. Actual results could differ from those estimates.

**Note 2 - Plan Description and Contribution and Benefits Provided**

The Fund was created in 2007 by the Nevada Legislature to account for the financial assets designated to offset the portion of current and future costs of health and welfare benefits paid on behalf of the State retirees. The Fund is a multiple employer cost-sharing defined postemployment benefit plan run by the PEBP Board. The Fund provides benefits other than pensions to eligible retirees and their dependents through the payment of subsidies to PEBP which administers a group health and life insurance program.

Contributions to the Fund are paid by the participating state agencies through an assessment of actual payroll paid by each State agency through the Retired Employee Group Insurance assessment (REGI). REGI is set by the Governor's Finance Office based on an amount provided by the Legislature each biennium in session law. REGI was 3.11% and 2.18% of actual payroll for the years ended June 30, 2024 and 2023, respectively. Benefits are paid to the PEBP Self Insurance Trust Fund as necessary to offset retiree premiums pursuant to NRS 287.046. Administrative costs of the Fund are absorbed by the State of Nevada Self Insurance Trust Fund.

Pursuant to NRS 287.023 and NRS 287.046, the following individuals and their dependents are eligible to receive benefits from the Fund:

Any PEBP covered retiree with state service whose last employer was the State and who:

- Has at least five years of public service and who was initially hired by the State prior to January 1, 2010; or
- Has at least 15 years of public service and who was initially hired by the State on or after January 1, 2010, but before January 1, 2012; or
- Has at least five years of public service, who has a disability and who was initially hired by the State on or after January 1, 2010, but before January 1, 2012; or
- Any PEBP covered retirees with state service whose last employer was not the State or a participating local government entity and who has been continuously covered under PEBP as a retiree since November 30, 2008.

State service is defined as employment with any Nevada State agency, the Nevada System of Higher Education and any State Board or Commission.

Pursuant to NRS 287.0425, the Executive Officer reports information regarding the Fund annually to the Governor's Finance Office and the Nevada Legislature. The Fund is governed by NRS 287.0436 through NRS 287.04364.

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June 30, 2024 and 2023

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State active employee and retiree enrollment and inactive members consisted of the following as of the actuarial valuation and measurement date of June 30, 2024 and June 30, 2023:

|  | 2024          | 2023          |
|--|---------------|---------------|
| Active Plan members*   | 30,699        | 28,015        |
| Inactive Plan members or beneficiaries currently receiving benefit**     | 12,547        | 12,692        |
| Inactive Plan members entitled to but Not Yet Receiving Benefit Payments | 19,730        | 18,495        |
| Total Plan members   | <u>62,976</u> | <u>59,202</u> |

\*Active counts reflect those hired prior to January 1, 2012

\*\*Inactive counts include terminated vested participants and reflect State retirees only.

State participating employers consisted of the following as of the actuarial valuation date:

|                               | 2024      | 2023      |
|-------------------------------|-----------|-----------|
| Total participating employers | <u>25</u> | <u>24</u> |

### Note 3 - Net OPEB Liability

The projections of the net OPEB liability are based on the substantive plan (the plan as understood by the employer and plan members) and includes the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point. The projection of the net OPEB liability does not explicitly incorporate the potential effects of legal or contractual funding limitations on the pattern of cost-sharing between the employer and plan members in the future. The actuarial methods and assumptions used include techniques that are designed to reduce the effects of short-term volatility in actuarial estimated liabilities and the actuarial value of assets, consistent with the long-term perspective of the calculations. However, the preparation of any estimate of future post-employment costs requires consideration of a broad array of complex social and economic events. Future changes in the healthcare reform, changes in reimbursement methodology, the emergence of new and expensive medical procedures and prescription drug options, changes in the investment rate of return and other matters increase the level of uncertainty of such estimates. As such, the estimate of postemployment program costs contains considerable uncertainty and variability, and actual experience may vary significantly by the current estimated net OPEB liability.

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June 30, 2024 and 2023

**Net OPEB Liability of the State**

The components of the net OPEB liability of the State at June 30, 2024 and 2023 were as follows:

|   | 2024                    | 2023                    |
|---|-------------------------|-------------------------|
| Total OPEB liability  | \$ 1,344,358,275        | \$ 1,427,443,647        |
| Plan fiduciary net position   | (13,831,402)            | (30,527,318)            |
| Net OPEB liability  | <u>\$ 1,358,189,677</u> | <u>\$ 1,457,970,965</u> |
| Plan fiduciary net position as a percentage of total OPEB liability | -1.03%                  | -2.14%                  |

**Actuarial Assumptions**

The total OPEB liability was determined by an actuarial valuation as of June 30, 2024 and 2023, using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified:

|                             | 2024   |
|-----------------------------|--|
| Inflation                   | 2.50%  |
| Salary increases            | 4.20% to 9.10%, for regular members and 4.60% to 14.50% for Police/Fire members, varying by service, including inflation   |
| Investment rate of return   | 2.50%  |
| Healthcare cost trend rates | For medical prescription drug benefits, the current amount is 8.00% graded down 0.25% to ultimate 4.50% over 14 years.<br>For dental benefits 4.00% graded down .25% to ultimate 3.00% over 4 years.<br>For Part B Reimbursement, the trend rate is 27.17% and 7.63%, effective July 1, 2024 and 2025, respectively, then 1.00%. |
|                             | 2023   |
| Inflation                   | 2.50%  |
| Salary increases            | 4.20% to 9.10%, for regular members and 4.60% to 14.50% for Police/Fire members, varying by service, including inflation   |
| Investment rate of return   | 2.50%  |
| Healthcare cost trend rates | For medical prescription drug benefits, the current amount is 4.80% increase effective July 1, 2023, then 7.25% graded down 0.25% to ultimate 4.50% over eleven years.<br>For dental benefits 4.00%.<br>For Part B Reimbursement, the trend rate is 0.00% and 27.17%, effective July 1, 2023 and 2024, respectively, then 4.50%. |

### **Investment Rate of Return**

As more fully described in Note 4, the Fund deposits its funds within the State of Nevada Treasurer's Pool. Therefore, the Fund does not have its own policies which determine the investment portfolio target asset allocation or expected real rate of return. The Treasurer's Office's policy is to invest for a competitive rate of return in relation to prevailing budgetary and economic environments, while considering the State of Nevada's investment risk constraints and cash flow characteristics. In addition, the Fund is funded on a pay-as-you-go basis. Due to these factors, the investment rate of return the same as the inflation rate of 2.50%.

### **Postretirement Mortality Rates**

Healthy: Regular Members – Pub-2010 General Healthy Retiree Headcount-Weighted Above-Median Mortality Table with rates increased by 30% for males and 15% for females, projected generationally with the two-dimensional mortality improvement scale MP-2020. Police/Fire Members – Pub-2010 Safety Healthy Retiree Headcount-Weighted Above-Median Morality Table with rates increased by 30% for males and 5% for females, projected generationally with the two-dimensional mortality improvement scale MP-2020.

Disabled: Regular Members – Pub-2010 Non-Safety Disabled Retiree Headcount-Weighted Mortality Table with rates increased by 20% for males and 15% for females, projected generationally with the two-dimensional mortality improvement scale MP-2020. Police/Fire Members – Pub-2010 Safety Disabled Retiree Headcount-Weighted Mortality Table with rates increased by 30% for males and 10% for females, projected generationally with the two-dimensional mortality improvement scale MP-2020.

Beneficiaries: Regular and Police/Fire Current Beneficiaries in Pay Status – Pub-2010 Contingent Survivor Headcount-Weighted Above-Median Mortality Table with rates increased by 15% for males and 30% for females, projected generationally with the two-dimensional mortality improvement scale MP-2020.

The actuarial assumptions used in the June 30, 2024 and 2023 valuations were based on the results of the 2020 actuarial experience study for the Public Employees' Retirement System of the State of Nevada dated September 10, 2021.

### **Preretirement Mortality Rates**

Actuarial assumptions remained consistent for the valuation periods of June 30, 2024 and 2023.

Regular Members: Pub-2010 General Employee Headcount-Weighted Above-Median Mortality Table, projected generationally with the two-dimensional mortality improvement scale MP-2020.

Police/Fire Members: Pub-2010 Safety Employee Headcount-Weighted Above-Median Mortality table, projected with the two-dimensional morality improvement scale MP-2020.

State of Nevada  
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### Discount Rate

The discount rate used to measure the total OPEB liability was 3.93% and 3.65% for fiscal years ended June 30, 2024 and 2023, respectively. As the Fund is funded on a pay-as-you-go basis, the discount rate is based on the Bond Buyer 20-Bond General Obligation Index rate.

### Significant Changes in Assumptions

- The discount rate changed from 3.54% as of June 30, 2022, to 3.65% as of June 30, 2023, and 3.93% as of June 30, 2024, based on the published change in return for the applicable municipal bond index.
- Healthcare costs trends remained the same from June 30, 2022 to June 30, 2023, using the 2020 Actuarial Experience Study conducted for the Public Employees' Retirement System of the State of Nevada, dated September 10, 2021. The healthcare cost trends were updated for June 30, 2024, to reflect future trend rates on valuation-year per capita health care costs and the plan's Part B reimbursement but were still reported using the 2020 Actuarial Experience Study conducted for the Public Employees' Retirement System of the State of Nevada, dated September 10, 2021.

### Sensitivity of the Net OPEB Liability to Changes in the Discount Rate

The following presents the net OPEB liability of the State, as well as what the State's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current discount rate:

|                                   | 1% Decrease<br>(2.93%) | Discount Rate<br>(3.93%) | 1% Increase<br>(4.93%) |
|-----------------------------------|------------------------|--------------------------|------------------------|
| Net OPEB liability, June 30, 2024 | \$ 1,488,951,973       | \$ 1,358,189,677         | \$ 1,244,567,477       |
|                                   | 1% Decrease<br>(2.65%) | Discount Rate<br>(3.65%) | 1% Increase<br>(4.65%) |
| Net OPEB liability, June 30, 2023 | \$ 1,599,173,891       | \$ 1,457,970,965         | \$ 1,335,498,630       |

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**Sensitivity of the Net OPEB Liability to Changes in the Healthcare Cost Trend Rates**

The following presents the net OPEB liability of the State, as well as what the State's liability would be if it were using healthcare cost trend rates that are 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

|                                   | <u>1% Decrease</u> | <u>Healthcare Cost<br/>Trend Rates</u> | <u>1% Increase</u> |
|-----------------------------------|--------------------|--|--------------------|
| Net OPEB liability, June 30, 2024 | \$ 1,294,283,024   | \$ 1,358,189,677                       | \$ 1,430,924,725   |
|                                   | <u>1% Decrease</u> | <u>Healthcare Cost<br/>Trend Rates</u> | <u>1% Increase</u> |
| Net OPEB liability, June 30, 2023 | \$ 1,382,571,885   | \$ 1,457,970,965                       | \$ 1,544,492,010   |

**Note 4 - Cash and Deposits with the State Treasurer**

The NRS directs the Office of the State Treasurer to deposit funds into any state, or national bank, credit union or savings and loan association covered by federal depository insurance. For those deposits over and above the federal depository insurance maximum balance, sufficient collateral must be held by the financial institution to protect the State against loss. The pooled collateral for deposits program maintains a 102% pledge collateral for all public deposits. The Fund is a participant in the investment pool maintained by the Treasurer of the State. The investment pool is not registered with the Securities and Exchange Commission as an investment company. The State has not provided or obtained any legally binding guarantees during the period to support the value of the shares. The Fund receives a pro-rated share of the earnings from its participation in the investment pool based on daily cash balances. Due to the nature of the investment pool, it is not possible to separately identify any specific investment as being that of the Fund. Instead, the Fund owns a proportionate share of each investment, based on the Fund's participating percentage in the investment pool. The cash (due on demand) with State Treasurer balance as of June 30, were as follows (expressed in thousands):

|                                   | <u>2024</u>     | <u>2023</u>     |
|-----------------------------------|-----------------|-----------------|
| Cash                              |                 |                 |
| Cash with State Treasurer         |                 |                 |
| State Treasurer's Investment Pool | \$ 2,856        | \$ 2,268        |
| Unrealized gains and losses       | (52)            | (69)            |
|                                   | <u>\$ 2,804</u> | <u>\$ 2,199</u> |
| Total cash with State Treasurer   |                 |                 |

**Rate of Return**

For the years ended June 30, 2024 and 2023, the annual money-weighted rate of return on investment, net of investment expenses was 0.99% and 0.63%, respectively. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

**Note 5 - Net Position**

Net position is normally restricted for postemployment benefits other than pension; however, the net position of the Fund is in a deficit position. The deficit balance as of June 30, 2024 and 2023 was \$13,831,402 and \$30,527,318 respectively. Management of the Fund actively worked on a plan to improve the Fund's net position. A rebalancing of the REGI Assessment was approved during the 2023 legislative session. The REGI assessment is calculated and collected as a percentage of gross salaries. REGI assessments were approved at 3.11% for Fiscal Year 2024 and 3.18% for Fiscal Year 2025. This is an increase from the 2.18% approved for Fiscal Year 2023 and is related to the Governor's recommendation to revise the methodology by which the REGI assessment is determined. This increase of the REGI assessment is expected to gradually decrease the deficit. Management of the Fund is committed to ongoing monitoring of benefit costs, expected payroll, and the REGI assessment rates to better present the Fund's net position and financial health.

**Note 6 - Commitment and Contingencies**

The State of Nevada, the Fund, its officers or its employees are parties to a number of lawsuits which may indirectly or directly affect the Fund. The litigation potentially affecting the Fund has been evaluated and has either been evaluated as minimal risk of loss due to an unfavorable outcome or due to other various facts and circumstances. No potential losses have been evaluated as probable and thus no liability has been recorded.



State of Nevada  
State Retirees' Health & Welfare Benefits Fund  
Public Employees' Benefits Program  
Schedule of Changes in Net OPEB Liability and Related Ratios (in thousands)  
Last Ten Fiscal Years\*

|   | Fiscal Year Ended June 30, |                     |                     |                     |                     |                     |                     |                     |                     |
|---|----------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
|   | 2024                       | 2023                | 2022                | 2021                | 2020                | 2019                | 2018                | 2017                | 2016                |
| Total OPEB Liability  |                            |                     |                     |                     |                     |                     |                     |                     |                     |
| Service cost  | \$ 45,431                  | \$ 46,424           | \$ 52,675           | \$ 55,710           | \$ 53,039           | \$ 51,349           | \$ 51,882           | \$ 59,309           | \$ 49,794           |
| Interest cost   | 52,521                     | 50,768              | 33,718              | 33,853              | 49,915              | 52,488              | 47,795              | 39,469              | 45,361              |
| Changes of benefit terms                                      | -                          | -                   | 38,605              | -                   | -                   | -                   | -                   | -                   | -                   |
| Differences between expected and actual experiences           | (9,533)                    | (7,880)             | (19,316)            | (2,313)             | (72,984)            | (31,485)            | -                   | -                   | -                   |
| Changes of assumptions  | (102,980)                  | (14,550)            | (159,738)           | (938)               | 124,245             | 37,971              | (36,851)            | (102,300)           | 123,519             |
| Gross benefit payments  | (68,524)                   | (69,433)            | (64,012)            | (44,188)            | (49,969)            | (42,490)            | (39,710)            | (38,069)            | (35,932)            |
| Net Change in Total OPEB Liability                            | (83,085)                   | 5,329               | (118,068)           | 42,124              | 104,246             | 67,833              | 23,116              | (41,591)            | 182,742             |
| Total OPEB liability, beginning of year                       | 1,427,444                  | 1,422,115           | 1,540,183           | 1,498,059           | 1,393,813           | 1,325,980           | 1,302,864           | 1,344,455           | 1,161,713           |
| Total OPEB liability, end of year                             | 1,344,359                  | 1,427,444           | 1,422,115           | 1,540,183           | 1,498,059           | 1,393,813           | 1,325,980           | 1,302,864           | 1,344,455           |
| Plan Fiduciary Net Position                                   |                            |                     |                     |                     |                     |                     |                     |                     |                     |
| Contributions   |                            |                     |                     |                     |                     |                     |                     |                     |                     |
| Employer  | 67,278                     | 41,136              | 39,621              | 39,564              | 43,882              | 40,943              | 39,669              | 38,049              | 32,213              |
| Net investment income   | 203                        | 140                 | (93)                | 308                 | 205                 | 181                 | 162                 | 164                 | 55                  |
| Gross benefit payments  | (50,785)                   | (51,711)            | (49,653)            | (44,188)            | (49,969)            | (42,490)            | (39,710)            | (38,069)            | (35,932)            |
| Net Change in Plan Fiduciary Net Position                     | 16,696                     | (10,435)            | (10,125)            | (4,316)             | (5,882)             | (1,366)             | 121                 | 144                 | (3,664)             |
| Plan Fiduciary Net Position, Beginning of Year                | (30,527)                   | (20,092)            | (9,967)             | (5,651)             | 231                 | 1,597               | 144                 | -                   | 4,996               |
| Plan Fiduciary Net Position, End of Year                      | (13,831)                   | (30,527)            | (20,092)            | (9,967)             | (5,651)             | 231                 | 265                 | 144                 | 1,332               |
| State's Net OPEB Liability                                    | <u>\$ 1,358,190</u>        | <u>\$ 1,457,971</u> | <u>\$ 1,442,207</u> | <u>\$ 1,550,150</u> | <u>\$ 1,503,710</u> | <u>\$ 1,393,582</u> | <u>\$ 1,325,715</u> | <u>\$ 1,302,720</u> | <u>\$ 1,343,123</u> |
| Plan Fiduciary Net Position as a Percentage of                |                            |                     |                     |                     |                     |                     |                     |                     |                     |
| Total OPEB Liability  | -1.03%                     | -2.14%              | -1.41%              | -0.65%              | -0.38%              | 0.02%               | 0.02%               | 0.01%               | 0.10%               |
| Covered Payroll   | \$ 2,176,532               | \$ 1,886,972        | \$ 1,825,853        | \$ 1,676,441        | \$ 1,875,299        | \$ 1,749,658        | \$ 1,688,043        | \$ 1,612,246        | \$ 1,627,517        |
| State's Net OPEB Liability as a Percentage of Covered Payroll | 62.40%                     | 77.27%              | 78.99%              | 92.47%              | 80.19%              | 79.65%              | 78.54%              | 80.80%              | 82.53%              |

\*GASB Statement No. 74 requires ten years of information to be presented in this table. Until ten years of data is compiled, the Fund will present information only for those years for which information is available.

State of Nevada  
State Retirees' Health & Welfare Benefits Fund  
Public Employees' Benefits Program  
Schedule of Contributions (in thousands)  
Last Ten Fiscal Years\*

|  | Fiscal Year Ended June 30, |              |              |              |              |              |              |              |              |
|--|----------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|  | 2024                       | 2023         | 2022         | 2021         | 2020         | 2019         | 2018         | 2017         | 2016         |
| Actuarially Determined Contributions/<br>Contractually Required Contribution** | \$ 127,290                 | \$ 41,136    | \$ 39,621    | \$ 39,564    | \$ 43,882    | \$ 40,942    | \$ 39,669    | \$ 38,049    | \$ 32,213    |
| Contributions Made in Relation to the<br>Contractually Required Contribution   | 67,278                     | 41,136       | 39,621       | 39,564       | 43,882       | 40,942       | 39,669       | 38,049       | 32,213       |
| Contribution Deficiency (Excess)   | \$ 60,012                  | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         | \$ -         |
| Covered Payroll  | \$ 2,176,532               | \$ 1,886,972 | \$ 1,825,853 | \$ 1,676,441 | \$ 1,875,299 | \$ 1,749,658 | \$ 1,688,043 | \$ 1,612,246 | \$ 1,512,347 |
| Contributions as a Percentage of<br>Covered Payroll                            | 3.09%                      | 2.18%        | 2.17%        | 2.36%        | 2.34%        | 2.34%        | 2.35%        | 2.36%        | 2.13%        |

\*GASB Statement No. 74 requires ten years of information to be presented in this table. Until ten years of data is compiled, the Fund will present information only for those years for which information is available.

\*\*GASB Statement No. 74 requires the Actuarially Determined Contribution (ADC) to be reported if calculated. The ADC is presented for June 30, 2024 but is not available for prior years. The Contractually Required Contribution is presented for 2017-2023.

**Notes to Schedules:**

|                             | 2024                          | 2023                          | 2022                          | 2021                         | 2020                         | 2019                      | 2018                      | 2017                      | 2016                      |
|-----------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Valuation Date              | June 30, 2024                 | June 30, 2022                 | June 30, 2022                 | July 1, 2020                 | July 1, 2020                 | June 30, 2018             | June 30, 2018             | January 1, 2018           | January 1, 2018           |
| Actuarial Cost Method       | Entry Age Normal              | Entry Age Normal              | Entry Age Normal              | Entry Age Normal             | Entry Age Normal             | Entry Age Normal          | Entry Age Normal          | Entry Age Normal          | Entry Age Normal          |
| Amortization Method         | Level % of Pay                | Level % of Pay                | Level % of Pay                | Level % of Pay               | Level % of Pay               | Level % of Pay            | Level % of Pay            | Level % of Pay            | Level % of Pay            |
| Amortization Period         | 25-year                       | 25-year                       | 25-year                       | 25-year                      | 25-year                      | 25-year                   | 25-year                   | 25-year                   | 25-year                   |
| Asset Valuation Method      | Market Value                  | Market Value                  | Market Value                  | Market Value                 | Market Value                 | Market Value              | Market Value              | Market Value              | Market Value              |
| Inflation Rate              | 2.50%                         | 2.50%                         | 2.50%                         | 2.50%                        | 2.50%                        | 2.50%                     | 2.50%                     | 2.75%                     | 2.75%                     |
| Discount Rate               | 3.93%                         | 3.65%                         | 3.54%                         | 2.16%                        | 2.21%                        | 3.51%                     | 3.87%                     | 3.58%                     | 3.58%                     |
| Healthcare Cost Trend Rates |                               |                               |                               |                              |                              |                           |                           |                           |                           |
| Medical prescription drug   | 8.00% - 4.50%                 | 7.25% - 4.50%                 | 7.25% - 4.50%                 | 6.25% - 4.50%                | 6.25% - 4.50%                | 6.50% - 4.50%             | 6.50% - 4.50%             | 6.50% - 5.00%             | 6.50% - 5.00%             |
| Dental                      | 4.00%                         | 4.00%                         | 4.00%                         | 4.00%                        | 4.00%                        | 4.00%                     | 4.00%                     | 4.00%                     | 4.00%                     |
| Part B Reimbursement        | 7.63%                         | 27.17%                        | 27.17%                        | 4.50%                        | 4.50%                        | 4.50%                     | 4.50%                     | 4.50%                     | 4.50%                     |
|                             | effective 7/1/2025 then 1.00% | effective 7/1/2024 then 4.00% | effective 7/1/2024 then 4.00% |                              |                              |                           |                           |                           |                           |
| Salary Increases            |                               |                               |                               |                              |                              |                           |                           |                           |                           |
| Regular Members             | 4.20% - 9.10%                 | 4.20% - 9.10%                 | 4.20% - 9.10%                 | 2.75%                        | 2.75%                        | 1.00% - 10.65%            | 1.00% - 10.65%            | 1.00% - 10.65%            | 1.00% - 10.65%            |
| Police/Fire Members         | 4.60% - 14.50%                | 4.60% - 14.50%                | 4.60% - 14.50%                | 2.75%                        | 2.75%                        | 1.00% - 10.65%            | 1.00% - 10.65%            | 1.00% - 10.65%            | 1.00% - 10.65%            |
| Investment Rate of Return   | 2.50%                         | 2.50%                         | 2.50%                         | 2.50%                        | 2.50%                        | 2.50%                     | 2.50%                     | 2.75%                     | 2.75%                     |
| Retirement Age              | Varies by Age and Service     | Varies by Age and Service     | Varies by Age and Service     | Varies by Age and Service    | Varies by Age and Service    | Varies by Age and Service | Varies by Age and Service | Varies by Age and Service | Varies by Age and Service |
| Mortality                   |                               |                               |                               |                              |                              |                           |                           |                           |                           |
| Healthy                     |                               |                               |                               |                              |                              |                           |                           |                           |                           |
| Regular Members             | Pub-2010 General Health       | Pub-2010 General Health       | Pub-2010 General Health       | Pub-2010 General Health      | Pub-2010 General Health      | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 |
| Police/Fire Members         | Pub-2010 Safety Health        | Pub-2010 Safety Health        | Pub-2010 Safety Health        | Pub-2010 Safety Health       | Pub-2010 Safety Health       | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 |
| Disabled                    |                               |                               |                               |                              |                              |                           |                           |                           |                           |
| Regular Members             | Pub-2010 Non-Safety Disabled  | Pub-2010 Non-Safety Disabled  | Pub-2010 Non-Safety Disabled  | Pub-2010 Non-Safety Disabled | Pub-2010 Non-Safety Disabled | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 |
| Police/Fire Members         | Pub-2010 Safety Disabled      | Pub-2010 Safety Disabled      | Pub-2010 Safety Disabled      | Pub-2010 Safety Disabled     | Pub-2010 Safety Disabled     | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 |
| Beneficiaries               | Pub-2010 Contingent Survivor  | Pub-2010 Contingent Survivor  | Pub-2010 Contingent Survivor  | Pub-2010 Contingent Survivor | Pub-2010 Contingent Survivor | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 | RP-2000 Projected to 2014 |
| Mortality Improvement       | MP-2020                       | MP-2020                       | MP-2020                       | MP-2019                      | MP-2019                      | MP-2016                   | MP-2016                   | MP-2016                   | MP-2016                   |

Plan Changes: No significant plan changes

State of Nevada  
State Retirees' Health & Welfare Benefits Fund  
Public Employees' Benefits Program  
Schedule of Investment Returns  
Last Ten Fiscal Years\*

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|  | Fiscal Year Ended June 30, |       |       |       |       |       |      |      |      |
|--|----------------------------|-------|-------|-------|-------|-------|------|------|------|
|  | 2024                       | 2023  | 2022  | 2021  | 2020  | 2019  | 2018 | 2017 | 2016 |
| Annual money-weighted rate of return,<br>net of investment expense** | 0.99%                      | 0.63% | 0.17% | 0.15% | 0.48% | 0.55% | ***  | ***  | ***  |

\*GASB Statement No. 74 requires ten years of information to be presented in this table. Until ten years of data is compiled, the Fund will present information only for those years for which information is available.

\*\*The annual money-weighted rate of return includes cash held by the State Treasurer and related earnings.

\*\*\*Information for 2018 - 2016 is not available.



**Independent Auditors' Report on Internal Control Over Financial Reporting and  
on Compliance and Other Matters Based on an Audit of Financial Statements  
Performed in Accordance with *Government Auditing Standards***

To the Board of the  
Public Employees' Benefits Program  
Carson City, Nevada

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States (*Government Auditing Standards*), the financial statements the State Retirees' Health & Welfare Benefits Fund (the Fund), Public Employees' Benefits Program, a fiduciary component unit of the State of Nevada, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise Fund's basic financial statements, and have issued our report thereon dated October 14, 2025.

**Report on Internal Control Over Financial Reporting**

In planning and performing our audit of the financial statements, we considered the Fund internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Fund's internal control. Accordingly, we do not express an opinion on the effectiveness of the Fund's internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that have not been identified. However, as described in the accompanying Schedule of Findings and Responses, we identified certain deficiencies in internal control that we consider to be material weaknesses and significant deficiencies.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented or detected and corrected on a timely basis. We consider the deficiency described in the accompanying Schedule of Findings and Responses as item 2024-002 to be a material weakness.

A *significant* deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the deficiency described in the accompanying Schedule of Findings and Responses as item 2024-001 to be a significant deficiency.

## **Report on Compliance and Other Matters**

As part of obtaining reasonable assurance about whether the Fund's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

## **Fund's Response to Finding**

Government Auditing Standards requires the auditor to perform limited procedures on the Fund's response to the findings identified in our audit and described in the accompanying Schedule of Findings and Responses. The Fund's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

## **Purpose of This Report**

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Fund's internal control or on compliance. This report is an integral part of an audit performed in accordance with Government Auditing Standards in considering the Fund's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

A handwritten signature in black ink that reads "Eide Bailly LLP". The signature is written in a cursive, flowing style.

Reno, Nevada  
October 14, 2025

**2024-001      Financial Statement Preparation  
Significant Deficiency**

|  |  |
|--|--|
| <i>Criteria:</i>                       | Management is responsible for establishing and maintaining an effective system of internal control over financial reporting. One of the key components of an effective system of internal control over financial reporting is the preparation of full disclosure financial statements in accordance with generally accepted accounting principles.   |
| <i>Condition:</i>                      | Management prepares internal use financial statements. However, management required the assistance of the external audit firm to prepare the audited financial statements and related note disclosures. Although the preparation of financial statements as a part of the audit engagement is not unusual, it may result in financial statements and related information included in financial statement disclosures not being available for management purposes as timely as it would be if prepared by the Fund's personnel. |
| <i>Cause:</i>                          | Accounting personnel do not have the current resources of time and training necessary to prepare the financial statements in accordance with generally accepted accounting principles. As a result, the Fund chose to contract with Eide Bailly, LLP to prepare its financial statements.  |
| <i>Effect:</i>                         | Internally prepared records upon which the financial statements are prepared do not contain all information required by generally accepted accounting principles.  |
| <i>Recommendation:</i>                 | We recommend the Public Employees' Benefits Program allocate the resources necessary to enable the preparation of the financial statements in accordance with generally accepted accounting principles and enhance internal controls to ensure financial statements are appropriately disclosed and presented.   |
| <i>Views of Responsible Officials:</i> | Management agrees with the finding.  |

**2024-002      Contributions**  
**Material Weakness**

*Criteria:* Management is responsible for obtaining and retaining supporting documentation related to revenue receipts for contributions. Additionally, management is responsible for verifying the accuracy of the contribution made. Operating internal controls that ensure revenue is recorded appropriately is a key component of ensuring contributions are recognized accurately and in accordance with U.S. GAAP.

*Condition:* During our testing of contributions, we selected a sample of 60 individual contributions from across all the participants. A summary of the errors noted are as follows:

- Three contributions were made using the prior year REGI assessment rate.
- The remittance did not include the payroll amount used to calculate the assessment nor the underlying payroll report (remittances were incomplete) for six of the transactions.
- A remittance was not submitted (or retained) for five transactions.
- A remittance was provided but the underlying payroll report or support for the estimate was not included for six transactions.

Ultimately, we requested the underlying support from the plan participants in order to verify the accuracy of the contribution amounts.

In addition, we examined the annual contributions from central payroll of the State and noted the prior year REGI rate was applied to one current year contribution and that the assessment recalculation could not be re-performed accurately for one other pay period.

*Cause:* The Public Employees' Benefits Program did not have adequate internal controls to ensure plan participants were making contributions to the plan in accordance with plan provisions.

*Effect:* A passed adjustment for the understatement of \$391,647 in contributions was identified.

*Recommendation:* We recommend the Public Employees' Benefits Program enhance internal controls to ensure plan participants are making contributions to the plan in accordance with plan provisions.

*Views of Responsible Officials:* Management agrees with the finding.