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**JOY GRIMMER**  
*Board Chair*

**AGENDA ITEM**

Action Item

Information Only

**Date:** January 23, 2025

**Item Number:** 5

**Title:** Discussion and possible action regarding enhancements to current supplemental health voluntary benefit offerings.

**SUMMARY**

This report provides the Board and members of the public with updates on supplemental health voluntary benefits.

**REPORT**

PEBP, through Corestream, offers six supplemental health voluntary benefits bundled with The Standard which are accident, critical illness, hospital indemnity, short-term disability, long-term disability, and term life insurance plans. Corestream released an RFP for these same products that show member enhancements if we switch to MetLife. MetLife currently has an integration with Corestream, and there would be no action required of members as all policies would be transferred over to the new carrier.

**RECOMMENDATION**

Move the six supplemental health offerings from The Standard to MetLife for PY26 Open Enrollment with a July 1, 2025 effective date.



# Accident

Plan Details	Current Plan	Standard	MetLife
<b>Burns - (2nd &amp; 3rd degree) varies by type and severity of burn</b>	up to \$10,000 / up to \$12,500	No change	up to \$15,000 / up to \$20,000
<b>Skin Graft (% of burn)</b>	25% of burn benefit / 50% of burn benefit	No change	50% of burn benefit / 50% of burn benefit
<b>Concussion</b>	\$150 / \$200	No change	\$200 / \$250
<b>Coma</b>	\$7,500 / \$15,000	No change	\$8,000 / \$16,000
<b>Emergency Care (Physician Office or Urgent Care)</b>	\$50 / \$60	No change	\$150 / \$250
<b>Emergency Room Treatment</b>	\$150 / \$200	No change	\$250 / \$350
<b>Outpatient X-Ray</b>	\$50 / \$60	No change	\$75 - \$100
<b>Accident Follow-Up Visit</b>	\$50 / \$70	No change	\$75 - \$100



# Accident

Monthly Premium	Current Plan	Standard	MetLife
Rate Guarantee		3 years	5 years
Employee	\$10.54 / \$16.01	\$8.96 / \$13.61	\$9.28 / \$14.09
Employee + Spouse	\$16.65 / \$24.96	\$14.15 / \$21.22	\$14.65 / \$21.96
Employee + Child	\$18.45 / \$28.08	\$15.68 / \$23.87	\$16.24 / \$24.71
Family	\$24.69 / \$37.49	\$20.99 / \$31.87	\$21.73 / \$32.99

- Standard is proposing a 15% rate decrease and is matching current plan; MetLife is proposing a 12% rate decrease and is matching or enhancing current plan provisions
- Standard is offering 3-year rate guarantee; MetLife is offering 5-year rate guarantee.



# Critical Illness

Plan Details	Current Plan	Proposed Changes	Standard	MetLife
Spouse Coverage	\$5k, \$10k or \$15k (capped at 50% of EE)	\$10k, \$20k, \$30k (capped at 100% of EE)	Both options available	Both options available
Coronary Artery Disease/By-Pass	25%	100%	100%	100%
Recurrence Benefit	12 months	6 months	6 months	90 days



# Critical Illness

Monthly Premium - \$10,000	Current Plan	Standard	MetLife
<b>Employee</b>	ISSUE Age/ Uni Tobacco	ISSUE Age/ Uni Tobacco	ATTAINED Age/ Uni Tobacco
<b>Rate Guarantee</b>	3 year rate guarantee	3 year rate guarantee	5 year rate guarantee
<b>Age 30</b>	\$8.20	\$8.20	\$7.30
<b>Age 40</b>	\$16.10	\$16.10	\$14.40
<b>Age 50</b>	\$28.20	\$28.20	\$25.20
<b>Spouse</b>	<b>\$5,000</b>	<b>\$5,000 / \$10,000</b>	<b>\$5,000 / \$10,000</b>
<b>Age 30</b>	\$4.10	\$4.10 / \$8.20	\$3.65 / \$7.30
<b>Age 40</b>	\$8.05	\$8.05 / \$16.10	\$7.20 / \$14.40
<b>Age 50</b>	\$14.10	\$14.10 / \$28.20	\$12.60 / \$25.20

- Standard is proposing no rate change and is matching current plan; MetLife is proposing an 11% rate decrease and is matching or enhancing current plan provisions
- Both Standard & MetLife are willing to increase Spouse benefit levels
- Standard is offering 3-year rate guarantee; MetLife is offering 5-year rate guarantee

Plan Details	Current Plan	Standard	MetLife
Hospital Admission	\$500 / \$1,000 Maximum 1 per calendar year	No change	\$500 / \$1,000 Maximum 4 per calendar year
Hospital Intensive Care - Admission	Not included	No change	\$500 / \$1,000

Monthly Premium	Current Plan	Standard	MetLife
Rate Guarantee		3 years	5 years
Actives: Employee	\$8.66 / \$17.32	No change	No change
Actives: Employee + Spouse	\$14.60 / \$29.20	No change	No change
Actives: Employee + Child	\$12.36 / \$24.72	No change	No change
Actives: Family	\$21.95 / \$43.90	No change	No change
Retirees: Employee	\$18.62 / \$37.24	No change	No change
Retirees: Employee + Spouse	\$56.02 / \$112.04	No change	No change
Retirees: Employee + Child	\$39.90 / \$79.80	No change	No change
Retirees: Family	\$71.06 / \$142.12	No change	No change

- Both Standard and MetLife are proposing no rate change and are matching current plan
- Standard is offering 3-year rate guarantee; MetLife is offering 5-year rate guarantee.

# Term Life and AD&D Insurance

Monthly Premium - \$10,000	Current Plan	Standard	MetLife
<b>Employee</b>	Attained Age/ Uni Tobacco	Attained Age/ Uni Tobacco	Attained Age/ Uni Tobacco
<b>Rate Guarantee</b>		3 year rate guarantee	5 year rate guarantee
<b>Age 30</b>	\$1.10	No change	\$0.97
<b>Age 40</b>	\$1.40	No change	\$1.24
<b>Age 50</b>	\$3.00	No change	\$2.71
<b>Spouse</b>			
<b>Age 30</b>	\$1.10	No change	\$0.97
<b>Age 40</b>	\$1.40	No change	\$1.24
<b>Age 50</b>	\$3.00	No change	\$2.71

- Standard is proposing no rate change and is matching current plan; MetLife is proposing an 8-12% rate decrease on actives and a 25% decrease on Retirees and is matching current plan provisions
- Standard is offering 3-year rate guarantee; MetLife is offering 5-year rate guarantee
- For the May 2025 Open Enrollment, both providers are allowing for a “true” Open Enrollment (case-level GI) for **Active** Employees; prior declinations will be excluded by The Standard



# Short Term Disability

Rate per \$10 of STD Benefit	Current Plan	Standard	MetLife
<b>Employee</b>	Attained Age/ Uni Tobacco 7-day / 14-day / 30-day (BWP)	Attained Age/ Uni Tobacco 7-day / 14-day / 30-day (BWP)	Attained Age/ Uni Tobacco 7-day / 14-day / 30-day (BWP)
<b>Rate Guarantee</b>		3 year rate guarantee	3 year rate guarantee
<b>Age 30</b>	\$1.22 / \$0.55 / \$0.26	\$1.13 / \$0.55 / \$0.22	\$1.07 / \$0.48 / \$0.23
<b>Age 40</b>	\$0.99 / \$0.42 / \$0.20	\$0.92 / \$0.42 / \$0.17	\$0.87 / \$0.37 / \$0.18
<b>Age 50</b>	\$1.30 / \$0.55 / \$0.25	\$1.21 / \$0.55 / \$0.22	\$1.14 / \$0.48 / \$0.22

- Standard is proposing rate decreases of 7% / 0% / 12-15% and is matching current plan provisions
- MetLife is proposing rate decreases of 12% / 12% / 10-12% and is matching current plan provisions
- Both Standard & MetLife are offering 3-year rate guarantees
- For the May 2025 Open Enrollment, both providers are waiving the waiting period for late entrants

# Long Term Disability

Rate per \$100 of Covered Salary	Current Plan	Standard	MetLife
<b>Employee</b>	Attained Age/ Uni Tobacco	Attained Age/ Uni Tobacco	Attained Age/ Uni Tobacco
<b>Rate Guarantee</b>		3 year rate guarantee	3 year rate guarantee
<b>Age 30</b>	\$0.189	No change	No change
<b>Age 40</b>	\$0.436	No change	No change
<b>Age 50</b>	\$0.582	No change	No change

- Both Standard and MetLife are proposing no rate change and are matching current plan
- Both Standard and MetLife are offering a 3-year rate guarantee
- For the May 2025 Open Enrollment, both providers are allowing for a “true” Open Enrollment (case-level GI) for Employees; prior declinations will be excluded by The Standard