

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

Video/Telephonic Open Meeting
Carson City

ACTION MINUTES (Subject to Board Approval)

December 12, 2025

**MEMBERS PRESENT
VIA TELECONFERENCE:**

Ms. Janell Woodward, Member
Ms. Laura Rich, Member

**MEMBERS PRESENT
IN PERSON:**

Mr. Jim Wells, Board Chair
Ms. Blaine Harper, Member
Dr. Jennifer McClendon, Member
Ms. Joy Grimmer, Vice Chair
Mr. Jim Barnes, Member
Ms. Keiko Duncan, Member

MEMBERS EXCUSED:

Mr. Christopher Viton, Member
Ms. Tarryn Emerich-Choi, Member

FOR THE BOARD:

Mr. Jose Rivera, Deputy Attorney General

FOR STAFF:

Ms. Theresa Carsten, Executive Officer
Mr. Nik Proper, Operations Officer
Ms. Brandee Mooneyhan, Lead Insurance Counsel
Ms. Leslie Bittleston, Quality Control Officer
Ms. Monica McJoy, Chief Financial Officer
Ms. Jessica Crane, Executive Assistant

OTHER PRESENTERS:

Mr. Kurt Schlicker, Eide Bailly
Ms. Laura Nelson, Eide Bailly
Ms. Joni Amato, CTI
Ms. Jennifer Spencer, UMR
Mr. Helmut Braun, UMR
Mr. Chris Garcia, WTW/VIA Benefits
Ms. Joan Operario, UHC
Mr. Neil Boyce, UHC
Ms. Amy Daily, ESI
Ms. Amy Donohue, ESI
Mr. Richard Ward, Segal
Ms. Shelley Chun, Segal

1. Open Meeting; Roll Call.

- Board Chair Wells opened the meeting at 1:00 p.m.

2. Public Comment.

- Kathryn Murders – Member
- Brooke Maylath – Member
- Kent Ervin – NV Faculty Alliance
- Doug Unger – NV Faculty Alliance

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

4. Approval of Action Minutes from the October 24, 2025, PEBP Board Meeting. (Jim Wells, Board Chair) (**For Possible Action**)

BOARD ACTION ON ITEM 4

MOTION: Approve meeting minutes.

BY: Member, Jim Barnes

SECOND: Member, Keiko Duncan

VOTE: Unanimous; the motion carried

5. Discussion and acceptance of Eide Bailey's audited financial statements: Retiree Health and Welfare Trust and Employer allocation reports. (Kurt Shlicker, Eide Bailly) (**For Possible Action**)

BOARD ACTION ON ITEM 5

MOTION: Accept audited financial statement for the Retiree Health and Welfare Trust and Employer allocation reports.

BY: Member, Jim Barnes

SECOND: Member, Blaine Harper

VOTE: Unanimous, the motion carried

6. Discussion and possible action regarding Board Policy and Procedure Appendix A. (Leslie Bittleston, Quality Control Officer, and Jim Wells, Board Chair) (**For Possible Action**)

BOARD ACTION ON ITEM 6

MOTION: Accept changes as outlined by Chair Wells.

BY: Member, Jennifer McClendon

SECOND: Member, Keiko Duncan

VOTE: Unanimous, the motion carried

7. Discussion and possible action on recommended enhancements to the Master Plan Documents for PY 26, PY 27, PY 28. (Leslie Bittleston, Quality Control Officer) **(For Possible Action)**

BOARD ACTION ON ITEM 7

MOTION: Approve enhancements to the Master Plan Documents for PY 26, PY 27, PY 28.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous; the motion carried

8. Discussion and acceptance of Claim Technologies Incorporated audit findings for State of Nevada Public Employees' Benefits Program Plans administered by UMR for the period of April 1, 2025 – June 30, 2025. (Joni Amato, CTI) **(For Possible Action)**

BOARD ACTION ON ITEM 8

MOTION: Accept the Claims Technology Incorporated audit of UMR for April 1, 2025 – June 30, 2025 along with the collection of penalties identified in the report.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous, the motion carried

9. Discussion and acceptance of Claim Technologies Incorporated audit findings for Willis Towers Watson for the period of July 1, 2024, through June 30, 2025. (Joni Amato, CTI) **(For Possible Action)**

BOARD ACTION ON ITEM 9

MOTION: Accept the Claims Technology Incorporated audit of Willis Towers Watson for July 1, 2024 – June 30, 2025 and the application of the associated penalties.

BY: Member, Jim Barnes

SECOND: Member, Blaine Harper

VOTE: Unanimous, the motion carried

10. Q4 Sierra Healthcare Options – Utilization and Large Case Management. (Joan Operario and Kelly Hall, UnitedHealthcare) (Information/Discussion)
11. Q4 Express Scripts – Utilization and Summary Reports. (Amy Donohue and Amy Daily, Express Scripts) (Information/Discussion)
12. SFY 25 Year End Report and SFY 26 Q1 Budget Report. (Monica McJoy, Chief Financial Officer) (Information/Discussion)
13. Presentation and possible action on current PEBP plans and possible revisions to future plan years. (Richard Ward, Segal) **(For Possible Action)**
 - 13.1 Medical Pharmacy Coupon Program
 - 13.2 Prior Authorization
 - 13.2.1 Biopsy Coverage
 - 13.2.2 Board consideration and potential approval for UMR to review PA approval rates for all prior authorizations twice per year, and report to board any services that are above a 95% approval rate for the review period for the board to consider removal of PAs for such services/codes

- 13.3 Diagnostic breast imaging and colonoscopies to be covered at 100% as preventative services
- 13.4 Network Lab Access and Education
- 13.5 Vision
- 13.6 Pharmacy
 - 13.6.1 Increase non-preferred brand cost from \$75 to 30% coinsurance
 - 13.6.2 3 Tier specialty co-pay structure
 - 13.6.2.1 3 Tier Bio similar only
 - 13.6.2.3 3 Tier for Specialty Drugs
- 13.7 Mountain West Comparison of LDPPPO plan

BOARD ACTION ON ITEM 13.1

MOTION: Approve the additional Medical Pharmacy Coupon program.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous, the motion carried

BOARD ACTION ON ITEM 13.2

MOTION: Approve the removal of prior authorization for biopsies, MRI's and Dialysis.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous, the motion carried

BOARD ACTION ON ITEM 13.3

MOTION: Approve diagnostic breast imaging and colonoscopies at 100% as preventive services with the exception of the CDHP where they are still subject to the deductible.

BY: Vice Chair, Joy Grimmer

SECOND: Member, Jim Barnes

VOTE: Unanimous, the motion carried

BOARD ACTION ON ITEM 13.4

MOTION: Approve first annual out-of-network lab being paid as in-network.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Ayes – 7, the motion carries
Abstained – Jim Wells

BOARD ACTION ON ITEM 13.5

MOTION: No motion.

BOARD ACTION ON ITEM 13.6

MOTION: No motion.

BOARD ACTION ON ITEM 13.7

MOTION: Approve scenario one with OOP Max being \$5,000/\$10,000 in-network and \$12,500/\$25,000 out-of-network under CDHP to match LD PPO.

BY: Member, Jennifer McClendon

SECOND: Member, Blaine Harper

VOTE: Ayes – 6, the motion carries
Abstained – Jim Barnes, Janell Woodward

14. Presentation and possible action on the status and approval of new PEBP contracts, contract amendments and solicitations. (Brandee Mooneyhan, Lead Insurance Counsel) **(For Possible Action)**
 - 14.1 Contract Overview
 - 14.2 New Contracts
 - 14.3 Contract Amendments
 - 14.3.1 Carrum Health – Centers of Excellence
 - 14.4 Status of Current Solicitations

BOARD ACTION ON ITEM 14

MOTION: Approve amendment to Carrum Centers of Excellence Contract described in agenda.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous, the motion carried

15. Executive Officer Report. (Theresa Carsten, Executive Officer) (Information/Discussion)

16. CY 26 Meeting Dates. (Theresa Carsten, Executive Officer) **(For Possible Action)**

BOARD ACTION ON ITEM 16

MOTION: Move January meeting to January 20th and approve CY 26 meeting dates.

BY: Member, Jim Barnes

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous, the motion carried

17. Strategic Planning Discussion. (Theresa Carsten, Executive Officer) **(For Possible Action)**

BOARD ACTION ON ITEM 17

MOTION: No Motion.

18. Quarter 4 Vendor Reports. (Information/Discussion)

- 18.1 Receipt of quarterly vendor reports for the period ending June 30, 2025:

- 18.1.1 Q4 WTW's Individual Marketplace (VIA Benefits) Enrollment and Performance Report

- 18.1.2 Q4 Doctor on Demand Engagement Report

- 18.1.3 Q4 CDHP Performance Review

- 18.1.4 Q4 LD PPO Performance Review

- 18.1.5 Q4 EPO Performance Review

- 18.1.6 Q4 HPN Performance Review

- 18.1.7 Q4 Dental Performance Review

- 18.2 Questions or discussion related to any reports provided (Board)

19. Public Comment.

- Doug Unger – NV Faculty Alliance

20. Adjournment.

- Board Chair Wells adjourned the meeting at 4:58pm

BOARD ACTION ON ITEM 20

MOTION: Motion to adjourn.

BY: Member, Blaine Harper

SECOND: Vice Chair, Joy Grimmer

VOTE: Unanimous, the motion carried