

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

Video/Telephonic Open Meeting
Carson City

ACTION MINUTES (Subject to Board Approval)

March 19, 2026

**MEMBERS PRESENT
IN PERSON:**

Mr. Jim Wells, Board Chair
Ms. Blaine Harper, Member
Mr. Tom Zumtobel, Member
Mr. Jim Barnes, Member
Ms. Keiko Duncan, Member
Mr. Christopher Viton, Member
Ms. Laura Rich, Member
Dr. Jennifer McClendon, Member

MEMBERS EXCUSED:

Ms. Joy Grimmer, Vice Chair

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. Monica McJoy, Chief Financial Officer
Ms. Jessica Crane, Executive Assistant

OTHER PRESENTERS:

Deborah Doaldson – Segal, Amy McClendon – Segal, Joan Marie Operario – UCH, Sabrina Semaan – UHC, Amy Daily – ESI

1. Open Meeting; Roll Call.
 - Board Chair Wells opened the meeting at 9:00 a.m.
2. Public Comment.
 - Kevin Salls, Member
 - April Corino, Retiree
 - Kent Ervin, NV Faculty Alliance
 - Tess Opferman, AFSCME
 - Susan Mowers, Member
 - Paul Lunkwitz, Retiree
 - Doug Unger, NV Faculty Alliance
 - Gabriel Mortensen, Member
 - Jason Stinehour, Member
 - Marie Bledsoe, Member
 - Janell Woodward, Member
 - Terri Laird, RPEN
 - Cassie Charles, AFSCME
 - Tracie Barnthouse, Member
 - Ashley Hogan, Member
 - Brittanie Caldwell, Member
 - Velisity Barker, Member
 - Chelsea Coggin, Member
 - Beth Jacobsen, Member
3. PEBP Board disclosures for applicable Board meeting agenda items. (Jose Rivera, Deputy Attorney General) (Information/Discussion)
4. Approval of Action Minutes from the January 20, 2026 and February 24, 2026 PEBP Board Meetings. (Jim Wells, Board Chair) (**For Possible Action**)

BOARD ACTION ON ITEM 4

MOTION: Motion to approve action minutes

BY: Member, Jim Barnes

SECOND: Member, Tom Zumtobel

VOTE: Unanimous, the motion carried

5. Discussion and possible action regarding possible plan design changes in conjunction with rate setting scenarios and approving Plan Year 2027 rates for State and Non- State employees, retirees, and their dependents for the Consumer Driven Health Plan (CDHP), Low Deductible Plan (LD), Exclusive Provider Organization Plan (EPO), and Health Maintenance Organization Plan (HMO). (Deborah Donaldson, Segal and Theresa Carsten, Executive Officer) (**For Possible Action**)

Public Comment.

- Kent Ervin, NV Faculty Alliance
- Cassie Charles, AFSCME
- Susan Mowers, Member
- Jesse Mosley, Member
- Doug Unger, NV Faculty Alliance

- Katrina Aldridge, Member
- Rachel Rosenberg, Member
- John Doe, Member
- Ali Anderson, Member

BOARD ACTION ON ITEM 5

MOTION: Motion to adopt scenario 3C.

BY: Member, Jim Barnes

SECOND: Member, Blaine Harper

VOTE: Ayes – 3
Nays – 4. The motion failed

BOARD ACTION ON ITEM 5

MOTION: Motion to keep the benefit changes approved in December and adopt scenario 1C for the CDHP & LD PPO and 1B for the EPO & HMO.

BY: Member, Keiko Duncan

SECOND: Member, Laura Rich

VOTE: Ayes – 4
Nays – 3. The motion carried

BOARD ACTION ON ITEM 5

MOTION: Motion to move \$20 per month per active employee from the AEGIS account and \$50 per month per employee from the REGI account to offset shortfalls to rebuild reserves for 2027.

BY: Member, Laura Rich

SECOND: Member, Keiko Duncan

VOTE: Unanimous, the motion carried

BOARD ACTION ON ITEM 5

MOTION: Motion to cap the deductions for retirees at the amount that active employees pay for like coverage and implement the change in Plan Year 2028.

BY: Member, Laura Rich

SECOND: Member, Keiko Duncan

VOTE: Ayes – 2
Nays – 5. The motion failed

6. Discussion and possible action on shortening the Open Enrollment period for Plan Year 2027. (Theresa Carsten, Executive Officer) (**For Possible Action**)

BOARD ACTION ON ITEM 6

MOTION: No action taken.

7. Executive Officer Report. (Theresa Carsten, Executive Officer) (Information/Discussion)
8. Contract Status Report. (Brandee Mooneyhan, Lead Insurance Counsel) (Information/Discussion)
 - 8.1 Contract Overview
 - 8.2 New Contracts
 - 8.3 Contract Amendments
 - 8.4 Status of Current Solicitations

9. SFY 26 Q2 Budget Report. (Monica McJoy, Chief Financial Officer) (Information/Discussion)
10. Q2 Sierra Healthcare Options – Utilization and Large Case Management.
(Joan Operario and Kelly Hall, UnitedHealthcare) (Information/Discussion)
11. Q2 Express Scripts – Utilization and Summary Reports.
(Amy Donohue & Amy Daily, Express Scripts) (Information/Discussion)
12. Vendor Reports for the period ending December 31, 2025. (Information/Discussion)
 - 12.1 Q2 UMR – Obesity and Diabetes Care Management
 - 12.2 Q2 Sierra Healthcare Options and UnitedHealthcare Plus Network – PPO Network
 - 12.3 Q2 UnitedHealthcare Basic Life Insurance
 - 12.4 Q2 WTW's Individual Marketplace (VIA Benefits) Enrollment and Performance Report
 - 12.5 Q2 CDHP Performance Review
 - 12.6 Q2 LD PPO Performance Review
 - 12.7 Q2 EPO Performance Review
 - 12.8 Q2 HPN Performance Review
 - 12.9 Q2 Dental Performance Review
 - 12.10 Q2 Doctor on Demand Engagement Report
 - 12.11 Q2 Real Appeal Performance Report
13. Public Comment. Public comment will be taken during this agenda item. Comments may be limited to three minutes per person at the discretion of the chairperson. Persons making public comment need to state and spell their name for the record at the beginning of their testimony.
 - Kent Ervin, NV Faculty Alliance
 - Terri Laird, RPEN
14. Adjournment.

BOARD ACTION ON ITEM 14

MOTION: Motion to adjourn at 2:30 p.m.

BY: Member, Jim Barnes

SECOND: Member, Laura Rich

VOTE: Unanimous, the motion carried

Kent Ervin, K-E-N-T E-R-V-I-N, Nevada Faculty Alliance

I request that my comments be entered into the official record per the Open Meeting Law.

Where to start?

In December, we were told the budget would restore mandatory reserves this year. In January, there is a fiscal crisis and PEBP will not have funds to pay all claims within a few years. In February, that was worse by \$56 million because the actuary had been using wrong numbers since last Spring. Today's budget report shows revenues are meeting expenses so far this year, good news. Board members have been told the legislative budget is wrong. How and why? Before making any rate decisions, the Board must receive credible explanations. How can rates be set with ever-changing numbers?

Today's rate proposals were not posted in time for written comments. We've been struggling to analyze the report issued Tuesday morning. Board members are likely struggling to understand also. That alone is a reason to defer any action on rates.

If you do move ahead, there are nine scenarios in the packet. The Board Chair has verbally committed to a 3-year phase-in, option C. In round numbers, option C will increase PEBP's cash reserves from \$60 million to \$80 million in FY2027 toward the \$120 million actuarial target. Given the one-third/two-thirds split in employee vs state revenue overall, that's really the entire employee share in one year. Questions: What is the breakdown of the total rates between ongoing healthcare expense versus replenishing reserves? What would employee premiums be if we had started the year with full reserves? The new actuary should be able to answer. Option D should be to keep the reserve deficit from getting worse and fixing the problem in the 2027 session. That's worth consideration at a special meeting.

The other choice is whether to maintain the increases in out-of-pocket maximums that were approved in December with bad information. The \$1000 to \$2000 increases on the high-deductible and low-deductible plans will hurt most low-income employees who need significant healthcare to remain productive in their jobs. Option 3C is the least-bad of the nine scenarios. Option 1C does not change premiums much vs 3C and is just not worth it when employees are being asked to come up with \$10s of millions to fix a deficit not of their making. The juice is not worth the squeeze. It's insult on top of injury.

Please defer action to receive better information and options.

Thank you.

Dr. Kent M. Ervin

(Past) Past President

Nevada Faculty Alliance