

**Top Tier Initiative
Infrastructure and Shared Governance Pathway Goal
PEBP Health Benefits Subcommittee**

Please note: We may come up with more goals as part of the plan. This only serves as a report of what we've been doing so far, and as chair of the committee, the ideas that I have for a proposal to be submitted to Len.

Steps

1. Upon the formation of our committee, we started looking at PEBP practices and came to understand 2 things:
 - a. They hired a new Executive Director.
 - b. They were considering what could be rather massive plan changes.
2. We immediately launched a communications campaign designed to gather stories from employees and share those stories with PEBP. That campaign is having the desired results, and we continue to apply pressure to the PEBP board and new Executive Director.

Results (continuing)

The new Executive Director, Damon Haycock, visited the campus on a listening tour. Because problems with health benefits are system-wide, we invited folks from other campuses, and we had outstanding attendance at meetings during his visit.

Each time the PEBP meets we send notifications through non-official channels (Faculty Senate, Admin Faculty list, Classified staff list, Pres Adv Council). These communications are working; at the last meeting, the Board seemed shocked at the attention folks ere paying to the possible changes.

The Plan (Proposal for Len)

1. Eventually plan goals for the top tier initiative will be met, so this subcommittee recommends the **formation of a permanent subcommittee of the President's Advisory Council that will be responsible for monitoring changes to all benefits, but most specifically health benefits.**

Rationale: Healthcare is changing, rapidly, and ongoing constant monitoring is all that will allow us to ensure that UNLV/NSHE employees are provided with ranges of options that fit their healthcare needs.

Sub-Committee Membership: The subcommittee should include the chair of the President's Advisory Council (or designee), the Faculty Senate rep on the President's Advisory Council (or designee), the chair of the Administrative Faculty Committee of the Faculty Senate (or designee), and the chair of the Classified Staff Council (or designee).

Sub-Committee Interactions: The subcommittee should interact internally with the Human Resources Office and with the head of the NSHE Health Sciences System. Externally, the subcommittee members and/or chair should also develop a relationship with Southern Nevada-based PEBP board members and with PEBP executive staff, if possible.

2. Hire, from internal or external pools, 1 or 2 insurance navigators that will be available to help employees determine which coverage option is best for them. These insurance navigators should be insurance brokers licensed in the state of Nevada.

Rationale: Healthcare and health insurance is going to become more complicated, not less. The products offered by PEBP can be confusing at best. Had I had the assistance of a navigator, I would (for instance) potentially have been able to access a wider provider network and still pay for life-saving medication.

Insurance brokers are licensed to be able to help people in this way. This person could also serve as an ombudsman for health care issues in the non-enrollment period.

Cost: The base salary would be approximately \$95,000 per year including benefits (x 2 = \$190,000).

Administrative Reporting: These positions should not, necessarily, answer to Human Resources. Many on campus see HR as a tool of the administration, at worst, or inefficient, at best. These positions would best report to the ombudsman or to the President or EVP directly.

Additional Rationale: This idea has been suggested in the past, and at times, recognized and/or dismissed. I floated this idea with Mr. Haycock, and he informed me that, because PEBP is an actual insurer, they cannot provide this service, but that UNLV could.

Submitted by:
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