



Joe Lombardo  
Governor

**NEVADA HEALTH AUTHORITY**  
**PUBLIC EMPLOYEES' BENEFITS PROGRAM**

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Stacie Weeks  
Director



Nik Proper  
Interim Executive Officer

**AGENDA ITEM**

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Action Item

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Information Only

**Date:** January 20, 2026

**Item Number:** 10

**Title:** Executive Officer Report

**SUMMARY**

This report provides the Board, PEBP members and other stakeholders with information on agency operations.

**REPORT**

*IRBC*

The Interim Retirement and Benefit Committee meeting has been scheduled for January 27, 2026. I will be presenting on utilization for PY 25 and changes determined by the board to date for PY 26. Items for the meeting can be reviewed here. Information was taken from vendor year end reports. [Interim Retirement and Benefits Committee - Tuesday, January 27, 2026 1:00 PM](#)

*Employee Benefit Deduction Issues*

In December the second pay period premium deductions did not occur due to a system issue Central Payroll had with their newly implemented ADVANTAGE system.

In January the second pay period premium deduction did not occur due to a file layout issue between PEBP and Central Payroll. A file conversion error resulted in Advantage reading the file as zero deductions for this pay period.

PEBP and Central Payroll teams met with Governor's Office staff for root cause analysis and to identify short- and long-term solutions. The short-term solution to resolve the missing deductions is to collect the second pay period premiums missed for December and January in pay period three, on January 30, 2026. An entire month's premium will be deducted on this date. As part of the analysis it was determined that manual adjustments made on PEBP's side could be adjusted for and the PEBP system could account for the mid-month qualifying life events on the first pay

period of the following month. For those that have a qualifying life event, their premium will be pro-rated for the month reported and added to the following month's premium.

*HPN Premium Reduction Update*

The HPN – Medical Loss Ratio reduction in premium was voted on by the board to be applied in December. For state employees, impacted by the Central Payroll issue, they did not receive this premium reduction as codified in regulation. So, PEBP owes additional interest to these employees. It will be calculated at 15 cents per week. It has been planned for the second payroll in February.