

Clackamas County
Benefits Review Committee
Meeting Summary for August 10, 2023

This document is intended to be a meeting summary. These meetings are recorded.

Voting Members Present: Greta Nickerson, John Lee, Deena Mehdikhan, Robert Skinner, Gretchen Pacheco, Jennifer Hughes, Paula McDonald, Lauren Haney, Alex Gonzalez, Chris Dannenbring, Jennifer Harvey (arrived at 2:00), Kristi Durham (arrived at 2:07)

Voting Members Not Present: Eric Sarha, Fred Yungbluth, Chuck Kerns, Rachelle Bonsi, Jon Santana

Minutes: Toni McGarvey

Facilitator: Cory Matthews opened meeting at 1:33 pm

2024 Renewal Update:

Review of update renewal information as presented by Joe Bober, Mercer in 7/27/2023 BRC meeting
Presenter: Joe Bober

Link to Report: [2024 Renewal Update](#)

Presentation and review only, no voting was conducted.

- Joe Bober is waiting on final numbers for Kaiser out-of-pocket maximum
- Corey Matthews indicated group support for waiting for these final Kaiser numbers before voting
- No additional comments or requests were made regarding this topic

Attendance and Minutes:

Recordings will be provided upon request within one year of the meeting.

Review and Approval of Minutes from 7/27/2023 BRC Meeting:

1. Chris Dannenbring: suggests one addition to minutes stating the purpose for sharing of the plan comparison.
2. This dialogue was added to the minutes of the 7/27/2023 meeting minutes: *Share Clackamas County – General County Employees 2023 (renewal comparison): Please Note this renewal comparison is shared as a tool showing general county employee AND retiree/COBRA premiums.*

VOTING: To accept and approve minutes from 7/27/2023 BRC Meeting with the addition of the statement mentioned above.

Greta Nickerson moves to accept minutes

Gretchen Pacheco seconds motion

Yay/Nay Count: Unanimous (all present vote YAY), 0 Nays

Motion passes to accept minutes

Additional Questions for Mercer:

- No additional questions were asked.

Member Reports:

- Discussion of outstanding items:
 1. Waiting on Kaiser renewal numbers
 2. Voting on The Standard *Short Term Disability KPA (Policy 604303)*
- Discussion of voting on item #2 above:
- Keith Storie is continuing to advocate for change to the Imprisonment language (listed again below for BRC review). Language is broad and loosely constructed, and should be more in alignment with Social Security language.
- Keith Storie advises not to accept language as is.
- Kristi Durham agrees and would like to leave this portion of review for one more week while Keith Storie continues to discuss with Standard.
- Members discussed whether or not Peaceful Protest arrests were included or excluded.
- Three options were discussed:
 1. Rewrite section to be more in alignment with Social Security language of 30 continuous days.
 2. Keep old language and do not accept new language
 3. Remove language, and if not able to remove then work toward being able to negotiate on a case-by-case basis

Imprisonment

No LTD Benefits will be paid for any period of Disability when you are confined for any reason in a penal or correctional institution.

The definition of a correctional institution is - any prison, jail, reformatory, work farm, detention center, or halfway house, or any other similar institution designed for the confinement or rehabilitation of criminal offenders.

The definition of penal institution is a building where people are kept as punishment for a crime : prison. All of which would seem to indicate a conviction and sentencing for a crime.

Similarly, Social Security benefits are suspended if an otherwise eligible person is confined in a jail, prison, or other penal institution for more than 30 continuous days due to conviction of a crime.

Short Term Disability Key Provision Analysis: VOTING

1. Benefit Waiting Period:

Greta Nickerson moves to stick with the 30-day waiting period – keep as is

Gretchen Pacheco seconds motion

Yay/Nay Count: Unanimous 12 Yes, 0 Nay

Motion passes

2. Benefit: to align monthly benefit with new weekly benefit – advantage to employees

Kristi Durham moves to accept this item to change monthly benefit to weekly benefit pay out

Paula McDonald second motion

Yay/Nay Count: Unanimous 12 Yes, 0 Nay

Motion passes

3. **Survivor Benefit:** to align with Standard language and not include Paula McDonald moves to follow the Standard language that LTD not be included in STD (changing to a 90-day STD Benefit Maximum Period)
Greta Nickerson seconds motion
Yay/Nay Count: 10 Yes, 2 Nay
Motion passes
4. **Special Dismemberment:** This is a preview of a change being made for the sake of continuity of plan and is not a votable item (modernization of language)
5. **Pre-Existing Condition Exclusion:** To improve customer service and move toward standard practice of not including pre-existing condition exclusions in STD claims.
Kristi Durham moves remove pre-existing conditions from STD policy (improvement)
Paula McDonald seconds motion
Yay/Nay Count: Unanimous 12 Yes, 0 Nay
Motion passes
6. **Continuity of Coverage:** Not Applicable – no voting required. If we do not include pre-existing condition exclusion than this item is not relevant to our policy
7. **Other Exclusions:** This item still under discussion and will be voted on in a future BRC session
8. **Imprisonment Limitation:** This item still under discussion and will be voted on in a future BRC session
9. **Reasonable Accommodation Expense Benefit:** This item still under discussion and will be voted on in a future BRC session
10. **Temporary Recovery During the Maximum Benefit Period:** This item still under discussion and will be voted on in a future BRC session

Meeting Adjourned:

Agenda completed with the exception of continued discussion and voting to happen on four (4) remaining STD KPA items listed above. No additional discussions were identified.

Cory adjourns the meeting early at 3:30 pm

Next meeting: Thursday, August 17th, 2023, at 1:30 pm