

Clackamas County
Benefits Review Committee
Meeting Summary for August 31, 2023

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

Voting Members Present: Greta Nickerson, John Lee, Robert Skinner (left at 3:00 pm), Gretchen Pacheco (left at 3:00 pm), Paula McDonald (left at 3:00 pm), Chris Dannenbring, Jennifer Harvey, Chuck Kerns, Rachelle Bonsi, Jon Santana, Lauren Haney (left at 3:00 pm), Kristi Durham, Alex Gonzalez (left at 3:00 pm), Fred Yungbluth,

Voting Members Not Present: Eric Sarha, Jennifer Hughes, Deena Mehdikhan

Minutes: Toni McGarvey

Facilitator: Cory Matthews opened meeting at 1:33 pm

Attendance and Minutes:

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

Review and Approval of Minutes from 8/24/23 BRC Meeting:

1. No corrections or additions to minutes submitted.

VOTING: To accept and approve minutes from 8/24/23 BRC Meeting as written.

Lauren Haney moves to accept minutes

Chris Dannenbring seconds motion

Yay/Nay Count: 12 Yes (Unanimous), 0 Nays

Motion passes to accept minutes

Facilitator Introduction:

Facilitator Cory Matthews began the meeting with a reminder of the normalcy of conflict in BRC discussions and the difference between mediation and facilitation.

2024 Renewal Update and Discussion (continued):

Continuation of review of update renewal information

Mercer Presenter: Joe Bober

Link to Updated Report: [2024 Renewal Update](#) and [95/5 Split Report](#)

Presentation and review only, no voting was conducted.

- Additional 95/5 Split Report was created by Joe Bober specific to request by Bob Skinner
- Kristi Durham discussed shared email regarding authority of sources for input on decision-making
- Joe Bober reviews the plan comparison including inclusion of the 95/5 Split (weighted composite option)
- Continued discussion around review of CBA and role of the BRC is yearly renewals

BREAK

2024 Renewal Update and Discussion (continued):

- Continuation of review of updated renewal information.
- Cory Matthews reminds the BRC of the option of taking a straw poll to gain a sense of the group possibly leaning to one option or another. A straw poll is not the same as a vote.

Straw Poll: Paula McDonald submits a straw poll question with help from Cory Matthews to structure the question.

- Paula McDonald: I am wanting to test the group's interest in Option 5 on page 6 of Joe Bober renewal presentation.
- This option was discussed.
- Alex Gonzalez: Asked for more historical information about the 95/5 split and how or if this process was used in the past by the BRC?
- Joe Bober states that renewal cycles have been handled both ways by the BRC in the past – using the 95/5 split with weighted composite across all plans and looking to each individual plan separately for adjustments to reduce premium costs.

3:00 pm – Out of Quorum:

- Several members had to leave the BRC meeting at 3:00 pm leaving the group without a quorum for voting.

2024 Renewal Update and Discussion (continued):

- Due to key members having to leave the meeting, and critical items still requiring discussion, it was decided to curb further discussion in today's meeting and resume on 9/7/23.
- Jon Santana asked if focus of 9/7/23 presentation could be the two choices discussed earlier in today's meeting.
- Joe Bober shared that he would merge the two presentations (the original presentation and the 95/5 split chart) into one document for easier viewing (this item to be sent in the materials packet going out to all BRC members to support discussion in the 9/7/23 meeting)

Wrap-Up and Next Steps:

- 2024 renewal discussion will continue on 9/7/23 with the goal of voting on renewal options.
- Cory Matthews suggests also including on the agenda a discussion of the meeting format in the future, having a hybrid of Zoom and in-person meetings.

Meeting Adjourned:

Cory Matthews adjourns the meeting at 3:30 pm

Next meeting: Thursday, September 7th, 2023, at 1:30 pm

DRAFT

BCC Update:

Presenter: Kristi Durham

- Kristi updated the BRC on recent presentations to the BCC covering 2023 renewal and 2024 forecast for renewal.
- Presentations included 1) cost containment strategies from year to year, 2) benefit breakdown, 3) discussion of emerging novel treatments, and 4) alternative care coverage

Short Term Disability Key Provision Analysis: Return to voting on remaining items

1. Imprisonment Limitation:

- Keith Storie of Mercer will continue to work with Standard and advocate on behalf of the county to change this language
- Standard definition currently does not indicate a clear conviction status definition.
- Language is broad and should be more in alignment with social security definitions
- Keith Storie will return this item to the BRC after more conversation with Standard

Kristi Durham moves to not include the Standard language in relation to imprisonment limitation at this time, and to bring a statement with corrected language back to the BRC at a later date for a vote.

Jon Santana seconds motion

Yay/Nay Count: Unanimous 13 Yes, 0 Nay

Motion passes

2. **Reasonable Accommodation Expense Benefit:** No voting required. This is an enhancement that is necessary to be in alignment with new PFML directives.

3. **Temporary Recovery During the Maximum Benefit Period:**

- This is an enhancement providing a longer period of time for employee on leave to return to work without having to re-satisfy initial benefit waiting period.

Greta Nickerson moves to accept change to the temporary recovery period increasing time from 5 to 90 days

Alex Gonzalez seconds motion

Yay/Nay Count: Unanimous 14 Yes, 0 Nay

Motion passes

Member Reports:

- Joe Bober was asked to run composite numbers for the BRC and provide at next meeting
- Continued discussion occurred on Kaiser renewal and moving toward max OOP and leaving RX alone
- 1. Kristi Durham advises RX changes shows little benefit for the higher cost
- 2. Group consensus forming around aligning to the #5 renewal option
- Corey states that there is still time to gather information from and discuss with constituents and that the BRC will wait to vote on these proposals.

Discussion: Next Steps

- The BRC will meet again on 8/24/23 and will add two additional meetings to the calendar: 8/31/2023 and 9/7/2023. If these additional meetings are not necessary they will be cancelled.
- Joe Bober will continue to work on final numbers and bring an update to the next meeting.
- Kristi Durham will obtain CBA update and insight, and return to the BRC for discussion.
- Keith Storie will continue to work with Standard on STD KPA language (Imprisonment Limitation)