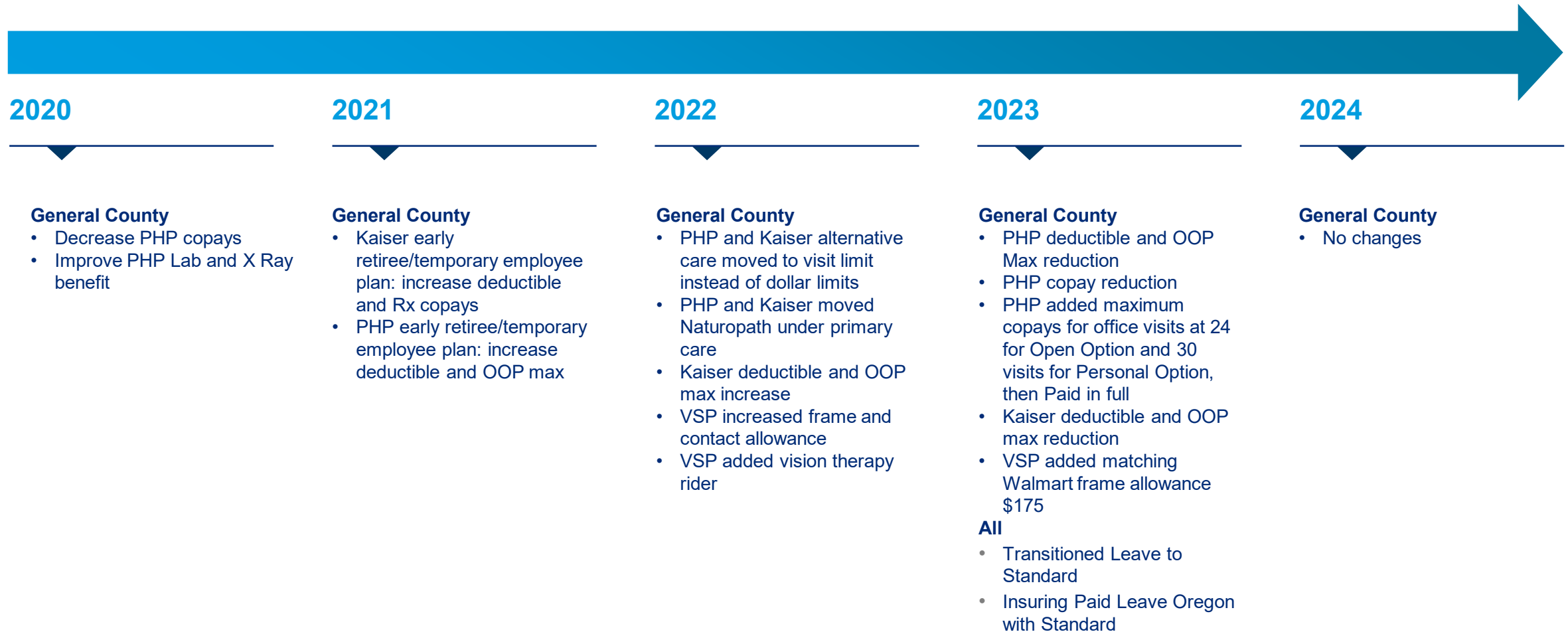


BRC Data

3.21.24

Renewals changes over the years

Key actions taken each year



Benchmarking

PPO Plan Design

Benefit	2024 Clackamas County Plan Designs		2023 PPO Benchmark		
	GC Personal Option	GC Open Option	County Governments 500+	Employers with 500+ employees with >65% of employees in unions	Oregon & SW Washington 500+
% Employers Offering			89%	97%	86%
Individual Deductible	\$850	\$600	\$500	\$325	\$625
Family Deductible	\$1,700	\$1,200	\$1,500	\$725	\$1,500
Individual OOP Max	\$2,500	\$2,000	\$2,500	\$2,000	\$2,800
Family OOP Max	\$5,000	\$4,000	\$6,000	\$4,000	\$6,375
Hospital (IN/OON)	20% / NA	10% / 30%	20% / 40%	20% / 40%	20% / 40%
PCP Copay	\$15	\$15	\$25	\$20	\$23
Specialist Copay	\$15	\$15	\$40	\$30	\$40
Emergency Room Copay*	\$100	\$100	\$150	\$100	\$150
Contributions					
Employee Only Contribution	\$41.50 NR / \$85.36 R	\$45.66 NR / \$102.80 R	\$131	\$130	\$126
Employee + Family Contribution	\$124.46 NR / \$85.36 R	\$136.70 NR / \$102.80 R	\$566	\$462	\$515

*waived if admitted

NR= non-represented, R=Represented

Benchmark data from Mercer's 2023 National Survey of Employer Sponsored Health Plans. Clackamas County data from 2024 plan designs and contributions.

Benchmarking

HMO Plan Design

Benefit	2024 Clackamas County Plan Designs	2023 HMO Benchmark		
	GC Kaiser Traditional	County Governments 500+	Employers with 500+ employees that have at least 65% of employees in unions	Oregon & SW Washington 500+
% Employers Offering		37%	40%	21%
Individual / Family Deductible	\$250 / \$500	\$350 / \$700	\$200 / \$600	\$500 / \$1,000
Individual / Family OOP max	\$1,000 / \$2,000	\$1,500 / \$3,000	\$1,500 / \$3,000	\$1,500 / \$3,000
Physician Visit (PCP/SP)	\$10 / \$10	\$25 / \$25	\$20 / \$20	\$20 / \$33
Hospital Stay Copay	10%	\$100	\$100	\$250
Emergency Room Copay*	\$75	\$138	\$100	\$138
Contributions				
Employee Only Contribution	\$38.70 NR / \$80.26 R	\$112	\$155	\$130
Employee + Family Contribution	\$116.10 NR / \$80.26 R	\$443	\$428	\$417

*Waived if admitted

NR= non-represented, R=Represented

Benchmark data from Mercer's 2023 National Survey of Employer Sponsored Health Plans. Clackamas County data from 2024 plan designs and contributions.

BRC Work Plan

Renewal Planning

2024 BRC Meetings

Date	Topics
2/15	Review 2023 Experience
3/21	Review benchmarking Renewal Priorities Vendor Questions
4/18	Vendor Summit (Delta / VSP)
5/16	Vendor Summit (Prov / Kaiser)
6/20	Vendor Questions, Experience, Preliminary Renewal
7/18	Experience, Renewal



Services provided by Mercer Health & Benefits LLC.

A business of Marsh McLennan

Copyright © 2024 Mercer Health & Benefits LLC. All rights reserved.