

**Clackamas County
Benefits Review Committee
Meeting Summary for March 20, 2025**

This document is intended to be a meeting summary.

Attendance and Minutes:

Voting Members Present: Cheryl Bell, Cynthia Kodachi, Nancy Bush, Ryan Miller (late arrival), Sandra Montoya, Rachelle Bonsi, Cynthia Boettcher, Alex Gonzalez, Calley Dean, Rob Sadowsky

Voting Members Not Present: Phillip Mason-Joyner, Paula McDonald, Greta Nickerson, Jon Santana, Ron Wierenga, John Lee, Deena Mehdikhan, Gretchen Pacheco, Bob Skinner, Fred Yungbluth

Minutes: Toni McGarvey

Facilitator: Cynthia Kodachi

Introductions:

- Cory Falls – New BRC Facilitator

Attendance:

- Attendance taken. No quorum assembled.

General Notes: Cynthia Kodachi

- Please do your best to attend all meetings. Attendance is important.
- Please turn off phones and keep laptop closed during meetings to maintain full engagement
- Please show attention to guest speakers: be present, show appreciation through active engagement

Mercer: Presentation – Utilization Review:

Presenter: Joe Bober

1. Renewal changes over the years – key actions taken 2020 through current year
2. Utilization 2024 over 2023
 - Increase of 14.3% drive by large claims (claims over 100,000)
 - Ran at 89% of expectation
3. General County utilization numbers show stop loss.
4. General County plans are running a little above benchmark
5. Presented what other public entities are doing to reduce cost around pillars of Employee Health, Employee Experience and Plan Management
 - Dependent audits conducted every 3-5 years key to plan management
 - County currently working with Mercer to identify an auditor and process to meet our goal of conducting a dependent audit in 2025
 - The goal of this audit is to mitigate impacts to the county's bottom line and make any necessary administrative plan corrects
6. Mercer seeing expansion of wellness programs in public entities
 - Chronic disease management
 - Lifestyle coaching
 - Nutritional support and coaching
 - Keeping costs down through providing wellness education and support

7. Increase in provision of voluntary benefits by public entities, many of which Clackamas has already engaged
 - Aflac
 - EAP
 - LifeBalance

Open Enrollment Wrap-Up – New Hire Data and Provider Changes

County Presenter: Billie Hurley

1. Event window: 10/28/24 – 11/13/24
2. ~60 changes in medical providers
3. ~40 changes in dental providers

Member Reports:

1. Cynthia encourages BRC members to submit questions and topics for discussion for upcoming vendor presentations to the BRC.
2. BRC Meeting on April 17th will include presenters from Providence and Delta Dental. Please come prepared to engage, ask questions.
3. Discussion regarding current plans and plan performance generated these questions from the group:
 - Health Coaching – How do members access coaching?
 - How is Health Coaching different than Care Management?
 - What resources do members have when changing to Providence from a different provider or changing PCP?
 - State law requires a PCP – what can members do if they don't like the PCP that has been assigned to them?
 - What should members do when they are told their prescription is in short supply or can't be filled?
 - Tobacco cessations – is this covered?
 - Alternative Care – Does Providence cover lab work to determine therapy?
 - What should a member do when they are told they have to wait 6-9 months to see their PCP?
 - What is Providence doing to get more PCP's?
4. Discussion of Renewal Priorities discussed and generated additional discussion topics:
 - What are issues facing our group members now?
 - What changes does the BRC want to see discussed during renewal cycle?
 - More discussion regarding chronic disease management and support under both plans (ie pre-diabetes support)
 - Prescriptions for weight loss and diabetes management
 - Alternative care such as hypnotherapy, smoking cessation, life coaching
 - Mitigating costs and premium increases while adding features and expanding coverage
5. Reminder: Wellness Fair – April 23rd in the DSB lobby from 9:00 am – 3:00 pm
 - Details being shared each week in the weekly county newsletter (PGA)

Meeting Adjourned:

Cynthia Kodachi adjourns the meeting

Next meeting: April 17th, 2025 – In-Person PSB Conference Room 369A/B