

Clackamas County
Benefits Review Committee
Meeting Summary for March 16, 2023

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

Voting Members Present: Rachelle Bonsi, Chris Dannenbring, Kristi Durham, Alex Gonzalez, Lauren Haney, Chuck Kerns, , Greta Nickerson, Trish Elmer, Jennifer Harvey, Gretchen Pacheco

Voting Members Not Present: Nancy Artmann, , Jennifer Hughes, Eric Sarha, Fred Yungbluth, John Lee, Paula McDonald, Deena Mehdikhan, Robert Skinner

Minutes: Toni McGarvey

Facilitator: Cory Matthews opened meeting at 1:32pm.

Attendance and Minutes:

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

Introductions/BRC Membership Changes:

- This will be Trish Elmer's last BRC meeting. Welcoming Paula McDonald.
- Billie Hurley reports that one non-represented position remains vacant

Benefits and Wellness Report:

Shared by Billie Hurley

1. Difference in enrollment numbers: Providence down and Kaiser up
2. There was a discussion about new hire enrollments versus open enrollment numbers
3. Discussion will continue post-vendor presentations as we move toward 2023 open enrollment

Communication Timing and Open Enrollment Changes

1. Obtain information early as it fuels/drives later decisions
2. Tight turn on final decisions: need to be made by 8/31/23
3. Changes must be pre-approved by providers to be in place for open enrollment
4. Vendor presentations begin next month (4/23/23 meeting) creating a change in meeting format for April
5. Kristi Durham: Presented PGA communications plan update
 - Plan being finalized with overarching roll-out over multiple programs
 - Plan will extend support over the entire workforce over the course of a 12-month campaign
 - Speaking to heightened burn-out, multiple stressors, coming lay-off
 - Will launch at the annual Wellness Fair on April 26th
 - Building supports long-term and together to support entire workforce
6. Wellness Fair campaign and communications
 - Vendors confirmed, very large, robust fair – first time in person since 2019
7. More communications around benefits, and enhanced engagement of BRC members will be in place as we move closer to open enrollment
8. Discussion of The Energy Project campaign and PGA involvement to create campaign – A Focus on You

Review and Approval of Minutes from 2/16/23 BRC Meeting:

1. Minutes to be approved pending minor corrections made.

VOTING: To accept and approve minutes from 2/16/23 BRC Meeting

Alex Gonzalez moves to accept minutes

Greta Nickerson seconds motion

Yay/Nay Count: 10 Yays (all present vote YAY), 0 Nays

Motion passes to accept minutes

Member Reports:

Discussion of Trends, New or Reporting that is pertinent to your staff, questions or comments

1. Greta Nickerson appreciates the discussion around employee burn-out and pending campaigns and communications to address.
2. General BRC consensus around hearing this topic of burn-out as a part of the general climate at the county and being discussed in meetings outside of BRC
3. BRC agrees to continue transparency and candor in these discussions, and to keep at the forefront of meetings moving forward

Establish 2024 Renewal Priorities:

1. (Kristi) Continue this discussion as we move forward toward Open Enrollment
2. Email any emerging priorities or items of discussion to Billie Hurley

Prep for April and May Vendor Presentations:

1. Alyssa discussed the vendor summit schedule -
 - A. April meeting will be Kaiser and Providence presentations
 - B. May meeting will be Dental and VSP presentations
2. Discussions will include:
 - A. Changes to plans
 - B. Preventive care and gaps in care
 - C. Renewal specifics
3. Open forum to ask questions and share feedback
4. Requires maximum participation and attendance by BRC members
5. Send any questions to Billie ahead of time to supply to vendors

Other Business:

1. Budget follow-up (Kristi)
 - A. Budget cycle now in motion
 - B. Two buckets: one to satisfy fiduciary requirements and one for new initiatives
 - C. BRC input and discussion critical once we have more budget detail and can factor into rate discussions
2. Joe Bober: Preliminary renewal projections includes 3% claims margin
 - A. Kristi would like to see this lowered to 1%-2% depending on year-end review
3. Chris Dannenbring: Would like discussion around budget surplus numbers.
 - A. What if reserve continues to grow? Is a policy in place? What is BRC role as decision-maker?

4. Determination of claims margins are not made by BRC
 - A. Kristi Durham states that once data collection is completed (July) BRC can look at plan design as informed by Mercer supplied rates
 - B. Joe Bober states that stop loss numbers are not available until November
 - C. This topic will be revisited as Mercer keeps an eye on numbers and keeps an eye on what is best for the county.
 - D. BRC as a body as assumptions begin to be made based on these numbers

5. Due to the current budget climate, concerns are benefits dollars being altered or “going away” were shared.
 - A. Kristi Durham shared that the county has a right to utilize county money, but also a plan to provide benefits to county employees – benefits are a priority.
 - B. Although the budget is being scrutinized, fund 760 is not part of the general fund.
 - C. Transparent discussions on this topic will continue and group is encouraged to continue to bring these discussion items back to this BRC group.

6. Next and future meetings will begin with approval of prior meetings’ minutes of this meeting

Meeting Adjourned:

Agenda completed, no further discussions were identified.

Cory adjourns the meeting early at 2:37 pm

Next meeting: Thursday, April 20th, 2023, at 1:30 pm