

Clackamas County
Benefits Review Committee
Meeting Summary for March 17, 2022 (Draft)

This document is intended to be a meeting summary. For details regarding the meeting discussions, please reference the meeting transcription document or audio file.

Voting Members Present: Nancy Artmann, Rachelle Bonsi, Chris Dannenbring, Trish Elmer, Lauren Haney, Ed Johnson, Austin Robinson, Deena Mehdikhan, Greta Nickerson, Gretchen Pacheco and David Sohm.

Voting Members Not Present: Kristi Durham, Jennifer Harvey, Eric Sarha, , Robert Skinner and Fred Yungbluth.

Also Attending: Joe Bober, Keith Storie, Billie Hurley, Gillian Knapp, Cory Matthews, and Jason Morrill.

Minutes: Jason Morrill

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

Attendance and Minutes:

Voting member attendance was reviewed and is noted above. Jason Morrill emailed the February meeting summary to members the day before the meeting. There were not enough members present at that point in the meeting to vote for approval of the February summary.

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

BRC Membership Changes:

- Greta Nickerson introduced Austin Robinson, who is representing the Employees' Association.
- Billie Hurley introduced Nancy Artmann, who is representing non-represented employees from the Sheriff's Office.
- Billie also introduce Lauren Haney, who is representing non-represented employees from Water Environment Services.

Benefits and Wellness Report:

Billie Hurley shared data related to open enrollment changes and historical medical enrollments and trends. Highlights for open enrollment changes include:

- 10 employees switched from Kaiser medical to Providence medical
- 2 employees switched from Providence medical to Kaiser medical.
- 30 employees switched from one Providence medical plan to the other Providence medical plan.
- 8 employees switched from Kaiser dental to Delta Dental.
- 7 employees switched from Delta Dental to Kaiser dental.
- 6 employees switched from one Delta Dental plan to another Delta Dental plan.

Historical medical enrollment and trend data highlights include:

- Enrollment in Kaiser has steadily grown over the last 5 years, gaining an additional 20 enrollees during the past year. There are currently 737 (47%) employees enrolled in the Kaiser medical/vision plan.
- There has been a small decrease in the number of Providence Personal Option enrollments during the past 5 years, losing 36 enrollees during the past year. There are currently 452 (30%) employees enrolled in the Providence Personal Option plan.

- Enrollment in the Providence Open Option plan has increased slightly over the past 5 years, gaining an additional 42 enrollees during the past year. There are currently 365 (23%) employees enrolled in the Providence Open Option plan.

Jason Morrill shared data related to new employee enrollments and current medical and dental enrollment by representation. Highlights for new employee enrollment elections include:

- Nearly half of new employees are choosing to enroll in Kaiser medical (45.6%) and dental (46.2%).
- For medical coverage, 23.1% of new employees chose the Providence Personal Option, 16.0% of employees chose the Providence Open Option, and 15.4% of employees chose to opt out of medical coverage.
- For dental coverage, 30.2% of employees chose the Preventive Plan, 11.8% of employees chose the Incentive Plan, 1.2% of employees chose the Constant Plan, and 10.7% of employees chose to opt out of dental coverage.
- More new employees chose to opt out of medical and dental coverage in 2021 in comparison to the previous year.

Current medical and dental enrollment by representation (not including opt out employees) highlights include:

- Regarding non-represented employees, 56% are enrolled in the Providence Open Option plan, 32% are enrolled in Kaiser medical/vision, and 12% are enrolled in the Providence Personal Option plan. For dental, 35% of non-represented employees are enrolled in the Preventive plan, 33% are enrolled in the Incentive plan, 29% are enrolled in the Kaiser dental plan, and 3% are enrolled in the Constant plan.
- Regarding represented employees, 50% are enrolled in the Kaiser medical/vision plan, 36% are enrolled in the Providence Personal Option plan, and 14% are enrolled in the Providence Open Option plan. For dental, 27% of represented employees are enrolled in the Preventive plan, 22% are enrolled in the Incentive plan, 48% are enrolled in the Kaiser dental plan, and 3% are enrolled in the Constant plan.

Jason Morrill also presented the 2022 Providence COVID-19 Treatment Coverage Update. Jason explained that insurers were required to provide coverage for certain COVID-19 treatments with no cost to the member through July 31, 2021. When this date expired, Kaiser began charging regular deductible, co-payment and co-insurance charges for these services. However, Clackamas County had chosen to extend the additional coverage through the end of 2021.

Providence completed an internal audit and needed to know if Clackamas County would like to continue the same coverage for COVID treatment costs into 2022 or allow the regular cost share limits to apply. Members discussed the impacts to the plan and members as well as reviewed the specific changes to member out-of-pockets costs.

All 10 present members voted to allow the “covered-in-full” coverage to expire effective January 1, 2022.

Member Reports:

A couple members noted that the union contracts state that dependent eligibility, life insurance and disability insurance are within the scope of the BRC. Chris Dannenbring and Billie Hurley both noted that the amount of life and disability insurance is outside of the scope of the BRC, since each union bargains it. Members discussed the BRC’s scope for these categories of coverage and eligibility. Jason Morrill said the benefits team would do more research to better identify what aspects of disability insurance, life insurance and dependent eligibility is within scope of the BRC, which the benefits team will present at a later meeting.

Greta Nickerson shared information about Kaiser’s Dental service availability. Based on her experience, there has been an improvement in the availability of services for adults, but there still seems to be a long waiting time for children’s appointments. David Sohm agreed that the Kaiser dental experience has improved.

Establish 2023 Renewal Priorities

Jason Morrill shared the draft 2023 renewal priorities created during the February 2022 meeting, which included a categorization of the draft 2023 renewal priorities, four years of plan change information for monitoring, and a copy of the 2022 renewal priorities for reference.

New priorities identified include:

- Review the life and disability insurance plans, and understand the BRC's authority for determining dependent eligibility.
- BRC members should check in with employees throughout the year on life insurance, disability insurance and dependent eligibility in a similar way they do with the medical and dental plans.

Greta Nickerson emphasized the need to focus more on mental health due to the current need and relevance. While it is already one of the priorities, it should be one of the top priorities.

Preparation for April and May Vendor Presentations

Keith Storie with Mercer explained what the vendors will be presenting on during the April and May meetings. He noted that mental health accessibility is a hot topic for many of Mercer's members, and accessibility issues are largely due to provider shortages versus demand. However, Keith will double check that vendors will present on mental health during the meetings.

Providence and Kaiser will present in April, and Delta Dental and VSP Vision will present in May. BRC members are welcome to ask questions during the presentations.

Billie Hurley asked that members email any pre-meeting questions to her by March 31st, so the vendors can present their responses during the meeting. BRC members will also have the opportunity to submit additional vendor questions not answered during the meeting to Billie for follow up with Mercer and the vendors.

Other Business:

Chris Dannenbring asked how the BRC displays the union representation of each voting member. Jason showed where the BRC information is located on the County's website, which includes the committee roster: <https://www.clackamas.us/meetings/des/benefits>

Billie Hurley noted that there are some changes needed for the Bylaws around Equity, Diversity and Inclusion. She will present that information, so the BRC can vote to restate the Bylaws in June and/or July.

Rachelle Bonsi asked for an accounting of the stop loss reimbursements that have been received. Joe Bober said that Mercer can provide that information.

Action Items:

- Jason Morrill will provide data on the ratio of new enrollments to coverage terminations during a future 2022 BRC meeting.
- The benefits team will research the scope of the BRC for life insurance, disability insurance and dependent eligibility to be presented at a future meeting.
- Members would like to review the county's life insurance, disability insurance and dependent eligibility at a future meeting.
- Mercer will provide stop loss reimbursement information at a future meeting.

Meeting adjourned at 2:53 pm.