

Clackamas County
Benefits Review Committee
Meeting Summary for August 24, 2023

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

Voting Members Present: Greta Nickerson, John Lee, Deena Mehdikhan, Robert Skinner, Gretchen Pacheco, Paula McDonald, Chris Dannenbring, Jennifer Harvey, Chuck Kerns, Rachelle Bonsi, Jon Santana, Lauren Haney

Voting Members Not Present: Eric Sarha, Fred Yungbluth, Jennifer Hughes, Kristi Durham, Alex Gonzalez

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 8/17/23 BRC Meeting:

1. No corrections or additions to minutes submitted.

VOTING: To accept and approve minutes from 8/17/23 BRC Meeting as written.

John Santana moves to accept minutes

Gretchen Pacheco seconds motion

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

Motion passes to accept minutes

2024 Renewal Update:

Continuation of review of update renewal information

Presenter: Joe Bober

Link to Updated Report: [2024 Renewal Update](#)

Presentation and review only, no voting was conducted.

- 2024 Renewal Update was presented in the same format as the 8/17/23 presentation.
- Note: Overall weighted composite increased rate without changes = 4.9%
- Yellow highlighted areas show the changed rate premium for employees
- Discussion of rates if 95/5 is maintained.
- Prior year examples were talked about in relation to changes to individual plans (in some years) and years that no changes were made to individual plans and a weighted composite rate over all plans was used.
- This year is unique due to Kaiser being the higher increase at 11%
- Some members indicate needing more time before moving forward with a vote
- Cory Matthews reminds the group that anyone can call for a vote or instead call for “straw poll” to test the waters about next steps while still hearing everyone’s voice
- Chris Dannenbring asks for more work on gathering historical information on this issue, and gleaning from past BRC members or BRC minutes, and in the future also creating ways to meet in person for renewal discussions.

- Gretchen Pacheco agrees with Chris Dannenbring that meeting in person does offer a level of interactivity that provides heightened clarity, and would like to vote on having some in-person BRC sessions moving forward (next year)
- Cory Matthews tables this discussion, to be revisited when planning for next year's BRC.

BREAK

2024 Renewal discussion resumes after break:

- Question for Billie Hurley: What are the impacts of delaying a vote on the renewals?
Billie Hurley: Meeting invites have been sent for 8/31 and 9/7 – holding an 8/31 vote would be alignment with the way things should roll out, and to get carriers the info they need during a busy time.
- Cory Matthews: With permission, Cory shared this request from Greta Nickerson – Those with questions or concerns should reach out to union president and labor relations for insight and to help expedite getting questions answered and work toward a vote on 8/31.
- Cory Matthews encourages BRC members to reach out to individuals directly with concerns, feedback or to obtain further information to help with decision making.
- Chris Dannenbring expresses willingness to propose, based on personal knowledge and historical BRC data, the following: “My proposal would be that we look at the overall 5% and take the Kaiser rate down to the \$80.25 (corrected to \$80.26 by Joe Bober), don't make any plan changes and leave the Providence rates where they are at.” This proposal was not turned into a motion.
- Cory Matthews asks for other thoughts and perspectives, and responses show others wanting to wait for a vote and/or hoping for more information and clarification.
- Chris Dannenbring and Bob Skinner both offer to be a contact for BRC members with questions or insight about past practice.

Wrap-Up and Next Steps:

- Cory Matthews acknowledges and reminds: “I hear the energy of the group being low to vote today. Please seek answers to your questions as voting may occur at any time. Think about options for voting or straw poll to occur at the next meeting. Committee members must vote based on what their constituents want and it may go against their own desires at times. Gather info in the next week to help you form decisions. Chris (Dannenbring) has offered to go through past minutes. Use the time to talk to your union presidents and constituents about these Kaiser options.”
- Bob Skinner asks if Joe Bober if he can run the Kaiser numbers using the 95%/5% split for all plans and get this info back to the group (BRC) in time for review prior to next meeting. Joe confirms he can put the info together and get out to BRC asap (Joe Bober provided this information to the BRC, with an email sent out Monday morning 8/28)
- QUESTIONS: Please send all questions to Billie Hurley via email prior to next meeting on 8/31/2023

Meeting Adjourned:

Cory Matthews adjourns the meeting at 2:45 pm

Next meeting: Thursday, August 31st, 2023, at 1:30 pm

DRIVE

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)