

Meeting Minutes
Health Care Benefit Program Governing Board
2/8/2023

The meeting of the Governing Board was called to order at 3:01 pm

Members Present: Natasha Ramras, Chief Financial Officer, Iasmina Giurgiev, Benefit Analyst, Lisa Brandl, Chairperson, Lisa Takach, HR Director

Members Absent: None

Others Present: City of Vancouver, Nena Cook, Natasha Douglas
Davidson Benefits Planning: Erica Riggs, Katie Burdick

Meeting Minutes:

I. Minutes:

Iasmina Giurgiev made a motion to approve the meeting minutes from 11/23/2022, seconded by Lisa Takach, the motion passed unanimously.

II. Communications:

a. None

III. Reports:

a. None

IV. Old Business:

a. None

V. New Business:

a. 2023 general benefits

Erica reviewed the City of Vancouver Strategic Planning presentation which included an overview of the 2023 Medical/Rx/Vision/Dental renewal decisions.

The State of the Market section contains some but not all the information from the 2023 Employee Benefits Market Outlook report that Erica previously emailed to the Governing Board on 1/19/2023.

Interest is high related to new hormone-based weigh loss drugs (e.g. Wegovy) recently approved by the FDA. Wegovy is Ozempic. It is not on their formulary right now, it's something they would need to opt in to. Obesity continues to be a problem and can lead to other potentially serious health problems including: heart diseases and strokes, Type 2 diabetes, certain cancers etc.

Ended at 106.0%. There were two giant claims in August but the main spike in claims was in the \$25,000-\$49,999 range not the high dollar claims. The market predicts that these types of claims will level out as these are catch up from people getting services needed such as knee surgeries etc. that they didn't get during the COVID-19 pandemic.

There are two lasered claimants that Erica & Katie are keeping an eye on to monitor how case management is going, are they getting the best treatment at lowest costs.

b. Rx out of pocket max for Regence traditional plan

The \$2500 Rx out of pocket max can be removed with zero-member impact. Regence looked at their records back to 2015, the furthest they can go and found that the \$2500 Rx OOPM had been in place on the PPO plan since that time. It was decided to reserve this for later in the year when talking about plan changes and will vote on this at that time.

c. EE/ER Premium rate share and tiers

Employee contribution amount changes. Lisa Takach would like to look at this in earnest this year with the Governing Board. Timing is important with the Unions; they will need the information in advance to make changes which could be made in 2025 when the next union contract will begin.

FTE breakdown for rates. Natasha is supportive of simplifying this and is open to having .50, .75 and 1, or maybe even break it down to two.

Lisa Takach would like to know what the benefits would look like for part time employees, they will need to be able to differentiate between PT benefit eligible and temporary employees, we may need a .2 for this scenario.

Natasha would like to revisit the concept of a cafeteria plan where they offer a set dollar amount to employees so they may choose which benefits to purchase. OHSU has this type of benefit plan for years. She would like

to see some examples of what this might look like. This concept could be included in the benefits survey. Erica has one client that has something similar and will pose this question to Alera to see if other firms have examples.

Erica & Katie will work with lasmina to create options to bring back to the Governing Board for further review and discussion.

d. Employee Survey on benefits/cost

There was talk about having a focus group specifically for this. Lisa Takach advised that they haven't started this yet, she believes it is slated for late Spring. HR would run it with input from other groups such as the Governance Board. Erica would like to talk to Lisa T. and lasmina more about the process and timing. Erica & Katie can provide survey examples and help form the survey to meet the City of Vancouver's goals.

VI. General Information:

a. The COVID-19 Public Health Emergency (PHE) is scheduled to end on May 11, 2023. Erica & Katie will continue to monitor and work with Kaiser & Regence to see what if any changes will happen to the plans once this does end.

b. RxDC Reporting. The 2022 reporting is due in June 2023. lasmina is registered for the HIOS portal. Erica and Katie will continue to work with her so she can submit for the 2022 plan year.

c. Regence customer service metrics. What does the City of Vancouver want to hear from Regence? Did the members get their question answered. Are there any member complaints. Are there any outlying/complex issues that still need to be resolved. Erica and Katie will request the Performance Guarantee report from Regence to review and see if a first call resolution metric can be added. They will also ask that the report be provided quarterly so the City of Vancouver can review and track trends. Regence will be presenting at the next Governing Board meeting on 3/8/23.

d. Non-discrimination testing (125 and 105(h)). Erica and Katie are confirming with Allegiance what exactly they test and will make sure it is completed in 2023. It doesn't appear to have been done last year. They are also working with Regence on the self-funded medical plans and will continue to monitor.

e. NQTL Testing. Erica and Katie know that fully insured carriers are doing it on their behalf (Kaiser). Regence will provide the data IF they get audited.

Erica & Katie are recommending the City of Vancouver moves forward with the testing proactively so that it's completed. Iasmina wanted to know if this is something they can complete reasonably themselves. Erica advised probably not, but we could have one of the companies that we receive a proposal from come to a meeting to share more about the process. Lisa Brandl advised the committee would like to see a presentation and learn more. Natasha wants to know since this they did not have testing done in 2021 is there any sort of penalty for not being compliant in prior years. Erica and Katie will inquire about penalties for prior years as well as get a presentation scheduled.

- f. Vendor utilization reports from Regence & Kaiser. Erica suggests putting this on the agenda for May/June so we can use the data to look forward and make changes if necessary.

The meeting adjourned at: 11:39 am.