

LMBC Meeting Minutes

October 17, 2023

Zoom Meeting

Attendance

Compiled by Anne Hogan

LMBC Members present

Tom Armstrong
Jamie Doscher
Blake Dye
Vince Elmore
Kim Epling
Margaret Evans
Mark Gipson
Leslie Goodlow
Claire Houston
Rob Hutchins
Isaac McLennan
Nicole Powell
Elisa Rivera
Jenny Scott
Carolyn Welch
Rachel Whiteside
Ron Zito

Staff

Michelle Taylor
Anne Hogan
Santos Aguilar
Joel Michels

Presenters

Megan Poppe (Aon)
Allie Huang (Aon)
Jamaun Charles (Aon)

LMBC Members absent

Casey Hettman

1. Meeting Called to Order

Co-chair Leslie Goodlow called the meeting to order at 1:36 pm. After the roll call, committee members introduced themselves to new attendees.

2. Meeting Minutes Discussion

Leslie asked committee members whether they wanted to accept the September 19th meeting minutes as written or whether there were any deletions, additions or modifications that needed to be made. There were no suggested changes or objections made, and Isaac McLennan made the motion to accept the minutes as is and Ron Zito seconded it with rest of the members in agreement.

3. 2024-25 Plan Year Renewal Process and Considerations (Aon, Michelle Taylor)

Megan Poppe began the Aon renewal and marketing timeline presentation by highlighting slide 1 and Aon's proposals. They recommend the City extend the Moda, Delta Dental, VSP and Standard contracts—to July 2024, after review and approval of each group's renewal response. Both the ComPsych and Carrot contracts are still being reviewed and evaluated. Rob Hutchins commented he has received feedback about Carrot's fertility services and employees are confused about Carrot's offerings. There is no real financial support, only limited (core) resources provided. Michelle Taylor confirmed the Carrot benefit is currently designed to be more of a referral service and not necessarily a financial benefit because of potential inequitable tax implications for employees who seek services for non-IRS qualified reasons. The expectation is to review the

aggregate data collected from Carrot to better understand how employees are using this benefit and use data to recommend expanded services in the future.

Moving on to Slides 2 and 3, Megan highlighted program offerings previously presented to members (since 2020) but not been implemented because of cost, lack of data or other concerns. Committee members were interested in reviewing past offerings for potential self-insured plan enhancements. These include the following Moda programs:

- CirrusMD virtual care platform
- Moda 360 member support (benefits navigation)
- Behavioral Health 360 (support tool for behavioral health services)

In addition, members may consider limiting gene therapy treatments or transplant coverage to Centers of Excellence. Maximum plan allowable (MPA) for out-of-network (OON) services may be revised as well though Megan noted that Oregon state legislation will take precedence if passed as it is more comprehensive.

Express Scripts had previously presented their Market Events Protection Program (MEPP), which manages price increases by excluding certain drugs, and their Fraud, Waste and Abuse Enhancement Program to committee members. Megan commented that both programs potentially have little or negligible claims impact and may be a non-issue for the City.

Due to recent employee wage increases and an expansion of programs and services, Kaiser has proposed large rate increases for Aon's other clients at the start of their new plan years. Megan is hoping to have Kaiser's renewal amounts by December 1st so Aon can start reviewing them. As a result of these projected rate increases, the following sample Kaiser plan design changes could be implemented to help offset them:

- Adding a separate brand Rx copay tier
- Adding an inpatient hospital stay copay
- Increase copays: primary care , specialist and urgent care and out-of-pocket maximum

For the VSP (vision) base plan, members may consider adding the LightCare benefit, which would include a \$150 allowance (\$80 at Costco) every 24 months for non-prescription sunglasses or non-prescription blue light filtering glasses after a \$15 copay.

4. LMBC Meeting Dates, Data Points, and Ideas for Vendor Presentations (Aon, Michelle Taylor)

Aon's JaMaun Charles highlighted the updates to the City's 2024 Renewal Cycle on slide 4. Kaiser will present at the November 21st LMBC meeting while Moda and Express Scripts (ESI) will present at the December 12th meeting. Members were asked if they would be interested in having any other vendors present at upcoming meetings or what topics would they like to see covered? Rob Hutchins mentioned having ESI present data on members who are part of the "lasering" or step therapy process. Megan explained the concept of step therapy as members who are new to the plan or who are interested in a new medication they've seen advertised may first have to try alternative, less expensive medications before being approved for the more expensive medication. Jenny Scott wanted an update on ESI's contract with Kroger as she is concerned with Rite Aid closing some of their stores, there are fewer retail pharmacy options for employees and their

families. Tom Armstrong agreed adding the Albertson's and Safeway merger could have repercussions as a result.

Blake Dye was curious whether ESI had expanded coverage for medications such as Wegovy since research has shown it can improve conditions such as heart disease. Currently classified as a GLP-1 medication, Megan replied medications such as Wegovy are approved for participants with certain medical diagnosis, such as Type 2 diabetes. This may change with additional research, but there's no denying these medications are expensive. Michelle confirmed Ozempic is FDA approved for participants with Type 2 diabetes while Wegovy has been approved for treatment of diabetes and weight loss. Both Michelle and Megan asked members whether they wanted any of the other vendors such as Navia, VSP or Standard to present at the upcoming Kaiser meeting. Rachel Whiteside commented that she felt like committee members may have more questions Kaiser; others commented that a more in-depth Kaiser discussion may be helpful for new members.

Michelle added some demographic data is collected by vendor partner and may be reported for Moda and Kaiser participants to show potential care gaps. Leslie would like to see provider diversity data, specifically the number of African American providers, for both health plans.

5. Disability Special Enrollment Window Recap (Michelle Taylor)

Michelle Taylor updated committee members on the special enrollment period for Long-Term Disability Buy-Up. Because of the implementation of Paid Leave Oregon on September 3, 2023, and the recommendation from this committee, followed by approval from City Council to eliminate Short-Term Disability starting on October 1, 2023, Standard Insurance agreed to a special Long-Term Disability (LTD) Buy-Up open enrollment period that began on September 8th and closed on September 25th. Just under 400 employees took advantage of the special enrollment period and newly enrolled in the LTD Buy-Up plan. As a result, 53% of the City's eligible employees are now enrolled in the higher coverage.

On 10/5/23, the City's first October payday, deductions were successfully updated to reflect the cancelation of short-term disability, the increase in City-paid LTD Basic plan coverage (from 40% to 50% of an employee's monthly income) and the resulting decrease in cost for the employee-paid LTD Buy-Up plan (from 20% to 10%). When combined, both plans still cover a total of 60% of an employee's monthly income.

Michelle notified members that Kaiser would be offering tours of their Brookside residential treatment facility. She will email out a SignUp Genius link for members who are interested in participating.

1. Public Comment: None

2. Other Business:

Rob Hutchins inquired about the potential Kaiser rate increase and plans to offset it. Megan replied negotiations and plan design changes could be implemented. Kaiser is a fully insured plan so we do not use Health Fund Reserves to buy down premium rates for this plan. Currently, about 65% of benefits eligible employees are enrolled in a Moda plan, while 35% are enrolled in Kaiser's HMO plan. Claire asked how many employees were enrolled in the LTD Buy-Up plan and Michelle answered that it had increased to about 3400 total employees.

3. Next Meeting: November 21, 2023. The meeting will begin at 1:30 PM and will be scheduled to go until 3:00 PM. This meeting will be held via Zoom; details included upon request or via the meeting invite.

4. The meeting was adjourned at 2:55 pm.