

LMBC Meeting Minutes

March 12, 2019

Aon Conference Room

Attendance

LMBC Members present

Tom Armstrong
Dave Benson
Alan Ferschweiler (via phone)
Chris Flanary
Jay Guo
Rachel Whiteside
Ashlie Grundy (via phone)
Leslie Goodlow (via phone)

Staff

Cathy Bless
Anne Hogan
Michelle Taylor

Presenters

Anne Thompson (Aon)
Shelley Zhao (Aon)

LMBC Members absent

Jamie Doscher
Mark Gipson
Jeannette Hopson
Claire Houston
Craig Morgan

- 1. Meeting Called to Order** – Co-chair Dave Benson called the meeting to order at 1:37 pm
- 2. Health and Welfare Plan Renewal (Cathy Bless, Aon)**

Anne Thompson launched the discussion by focusing on the potential Kaiser plan changes from the previous plan renewal slide presentation, as members had expressed the need to better understand these proposals.

Kaiser Benefit Changes for consideration (slide 28) –

- **Item 1 – Mental Health Copays** - With the mental health enhancement (\$0 copays for office visits), the Kaiser renewal premium would increase by 0.1%, compared to the status quo renewal. This mental health initiative for 2019-2020 should make access to mental health care more accessible and less expensive.
- **Item 2 – Alternative Care Rider** – Offer non-medically necessary and self-referred alternative care to members for chiropractic, naturopathic and acupuncture visits.
 - a. Copays will be \$20 per visit; these copays are not applied towards a Kaiser members out-of-pocket maximum.
 - b. However, for medically necessary, physician-referred alternative care appointments, Aon will be requiring copays stay at \$10 per visit and these copays remain applicable to members out-of-pocket maximums.
 - c. The alternative care plan maximum would be \$2000 which would cover approximately 15-20 visits per member per plan year.
 - d. According to Kaiser, average alternative care provider wait time is one to two days.
- **Item 3 – Out-of-Pocket Maximum and Inpatient Copay Increases** - Increase the annual OOP maximum from \$600 per individual and \$1,200 per family to \$1,000 per individual and \$2,000 per family.
 - a. Include an inpatient copay of \$50 per day up to \$250 maximum per admission.
 - b. Other options could include a smaller inpatient increase (to be determined by committee vote) for the annual out-of-pocket maximum and \$150 inpatient maximum.

c. In 2017-18, there were approximately 170-member admissions for inpatient services and the average length of stay was 2-3 days.

Slide 27 highlights the City of Portland Kaiser plan in comparison to other public entities in the area and shows those agencies which offer alternative care. The City's plan would be very competitive with other agencies if an inpatient copay of \$50 per day up to \$250 maximum is approved.

Committee members requested recommendations from Cathy and Aon; Cathy stated she has consistently advocated balancing out-of-pocket costs between the plans. If alternative care is added to the plan, this committee could review potential increases in inpatient copays and out-of-pockets maximums. The committee could consider a lesser increase in both: \$800 out-of-pocket maximum per individual and a \$150 inpatient maximum, for example. Members should come to a decision which moves the City forward and protects plan choices for employees. If something of significant value is added to the Kaiser plan, then other changes should accompany this benefit to ensure it's sustainable beyond the free offering from Kaiser. Adding a benefit, then taking it away in a future year does not reflect well on the City or this committee.

Chris Flanary requested Aon price out possible lower out-of-pocket maximums and lower inpatient copay maximums, so members can view the possible ramifications of their decision. It was agreed that voting on the Kaiser benefit and plan design changes would be the first item members would vote on at the next LMBC meeting on March 19, 2019.

- 3. Next Meeting: Tuesday, March 19, 2019, 1900 SW Fourth Ave, Room 2500C. The meeting will begin at 1:30 pm and will be scheduled to go until 3:00 pm.**
- 4. The meeting was adjourned at 3:24 PM.**