

LMBC Meeting Minutes
March 19, 2019
Aon Conference Room, 2nd Floor
Attendance

LMBC Members present

Jamal Anthony
Tom Armstrong
Dave Benson
Jamie Doscher
Alan Ferschweiler
Chris Flanary
Mark Gipson
Ashlie Grundy
Leslie Goodlow
Jay Guo
Jeannette Hopson
Ryan Kinsella
Craig Morgan
James O’Laughlan (proxy for Claire Houston)
Rachel Whiteside

Staff

Cathy Bless
Anne Hogan
Michelle Taylor

Presenters

Anne Thompson (Aon)
Emily Shettel (Aon)
Shelley Zhao (Aon)

LMBC Members absent

Claire Houston

1. Meeting Called to Order

Co-chair Dave Benson called the meeting to order at 1:31 pm. After 7+ years, committee member Jay Guo announced he will be resigning his committee position after the voting for plan year 2019 – 2020 concluded. On behalf of the committee, Dave thanked Jay for his many years of service.

2. Plan Recommendation Voting by Committee (Aon)

Aon’s Emily Shettel began the discussion by focusing on slide 2 of Aon’s 2019-2020 renewal voting options presentation. This slide listed possible plan design changes to the Kaiser medical plan. Proposal A would adjust the out-of-pocket maximum from \$600 per individual/\$1,200 per family to \$1,000 per individual/\$2,000 per family as well as add an inpatient copay of \$50 per day, up to \$250 per admission. Because proposals B and C had not been previously discussed by members, it was agreed the first committee vote be adjusted so members would only decide on whether the Kaiser plan should change or remain the same. If the vote resulted in “no”, then the individual A, B, and C proposals would not need to be voted on by members. Twelve of the 15 members of the LMBC committee must affirmatively vote in favor of a proposed change for it to pass, also known as the quorum.

The first vote, Item 15, involved changing Kaiser’s plan design. A majority of members voted to keep the status quo and not make any plan design changes to the Kaiser medical plan. As a result, members did not have to decide or vote on proposal A, proposal B, or proposal C:

| Item # | LMBC Final Vote | # of "Yes" votes | # of "No" votes | Plan / Vendor | Consideration |
|--------|-----------------|------------------|-----------------|----------------|--------------------------------------|
| 15. | No | 5 | 10 | Kaiser Medical | Make changes to Kaiser's plan design |

Discussions moved on to the next committee vote, the implementation of alternative care to the Kaiser medical plan. Members voted against the addition of alternative care:

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|-----|----|---|----|----------------|---|
| 16. | No | 2 | 13 | Kaiser Medical | Implement Alternative Care w/ \$20 copay with a \$2,000 annual limit per member |
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Members voted to continue to maintain the MagellanRx program (allows medications, such as Remicade, to be administered to participants in their homes):

| | | | | | |
|----|-----|----|---|--------------|---|
| 1. | Yes | 15 | 0 | Moda Medical | Maintain MagellanRx Management Infusion Therapy Program |
|----|-----|----|---|--------------|---|

Emily clarified that this urgent care telemedicine program with its \$10.00 co-pay is through Moda's partnership with OHSU only and this rate would not be applicable to other hospitals / providers. Members voted to participate in this program.:

| | | | | | |
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| 2. | Yes | 15 | 0 | Moda Medical | Reduce telehealth visit cost share for OHSU telemedicine visits to a flat \$10 copay. Does not include CityHD |
|----|-----|----|---|--------------|---|

Members voted to add coverage for out-of-network telemedicine sessions at the out-of-network cost sharing:

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|----|-----|----|---|--------------|---|
| 3. | Yes | 15 | 0 | Moda Medical | Add coverage for out-of-network telemedicine subject to out-of-network cost sharing |
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Members voted against changing out-of-network tobacco cessation programs to out-of-network cost sharing (currently paid at in-network rates) not only because of its negligible impact but also to encourage more employees/dependents to participate in any program.

| Item # | LMBC Final Vote | # of "Yes" votes | # of "No" votes | Plan / Vendor | Consideration |
|--------|-----------------|------------------|-----------------|---------------|---------------|
|--------|-----------------|------------------|-----------------|---------------|---------------|

| | | | | | |
|----|-----------|---|----|--------------|--|
| 4. | No | 0 | 15 | Moda Medical | Adjust member cost sharing for out-of-network tobacco cessation to out-of-network cost sharing |
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Committee members agreed to combine the voting (from four votes to one) on slight enhancements to the Moda medical plan based on state regulatory changes:

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| 5. | Yes | 15 | 0 | Moda Medical | Align Hearing Aid benefit with state regulatory change |
| 6. | Yes | 15 | 0 | Moda Medical | Align coverage for contraceptives with state regulatory change |
| 7. | Yes | 15 | 0 | Moda Medical | Align covered Mental Health provider definitions with state regulatory change |
| 8. | Yes | 15 | 0 | Moda Medical | Align coverage of an osteopathic manipulation and related consultation performed on the same day based on state regulatory change |

Committee members agreed that the Occupational Health and Wellbeing one-year initiative on Mental Health which would waive provider copays is beneficial for Kaiser and CityCore members:

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| 9. | Yes | 15 | 0 | Moda & Kaiser Medical Mental Health Initiative | Moda: Waive cost sharing for in-network mental health related office visits and set a \$15 maximum retail copay (\$30 mail) for mental health related medications (Rx copays to match Kaiser) Kaiser: Waive cost sharing for in-network mental health related office visits |
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Committee members agreed to add the Heplisav B to the standard vaccine coverage list on 7/1/19:

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| 10. | Yes | 15 | 0 | Express Scripts Prescription | Add Heplisav B to standard vaccine coverage list on 7/1/19, prior to 1/1/20 (ESI book-of-business roll out date) |
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The opioid management program was proposed by Express Scripts last year and members did not agree to participate as the cost of program did not justify the results. Though there are safeguards in place for patients who are undergoing cancer treatment, the City has historically not implemented this type of program. Members voted no:

| Item # | LMBC Final Vote | # of "Yes" votes | # of "No" votes | Plan / Vendor | Consideration |
|--------|-----------------|------------------|-----------------|------------------------------|---|
| 11. | No | 0 | 15 | Express Scripts Prescription | Implement ESI's Fraud, Waste, and Abuse Enhancement program |

Committee members discussed the proposed Express Scripts prescription SaveOn rebate program and potential savings for both the City (\$373,000) and its employees (\$0 copays). Because employees and their dependents would proactively have to opt-in before receiving any rebate benefits, it could potentially be a communication challenge so members are not surprised by a large prescription copay before enrollment. It was decided the committee would revisit this program next year after more ESI customers participate in this program and we obtain feedback on the results. Members voted no:

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| 12. | No | 5 | 10 | Express Scripts Prescription | Implement ESI's SaveOn Copay Offset Program |
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Members voted no on a reduction of orthodontia benefits to Moda/Delta Dental employees and their dependents:

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| 13. | No | 0 | 15 | Moda Dental | Cover space maintainers benefit for members under age 14 only |
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As amalgam fillings are no longer the dental industry standard, committee members agreed covering composite (tooth colored) restorations in posterior teeth (molars) at normal plan cost sharing rates was a positive change for Moda/Delta Dental employees and their dependents:

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| 14. | Yes | 15 | 0 | Moda Dental | Cover composite restoration in posterior teeth at normal plan cost sharing |
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Adding City-paid Long-Term Disability to PFFA members' benefits had not been discussed by the committee since the request for proposal (RFP) process earlier in the year and Cathy Bless suggested the vote be delayed until the next meeting so additional information could be fully presented to members on the proposed disability changes (e.g. adding short term disability and changing the existing long-term disability program to ensure committee members had a full understanding. Alan requested the Committee vote on the LTD question only during this meeting, to allow PFFA members the opportunity to join the LTD program beginning July 1, 2019 as the program currently exists. This vote did proceed and was approved.

| Item # | LMBC Final Vote | # of "Yes" votes | # of "No" votes | Plan / Vendor | Consideration |
|--------|-----------------|------------------|-----------------|---|--------------------------|
| 17. | Yes | 14 | 1 | Standard Long-Term Disability Insurance | Add LTD for PFFA members |

The addition of Standard Insurance short-term disability policies to employee benefits will be discussed and voted on at the next scheduled LMBC meeting.

3. **Next Meeting: Tuesday, April 16, 2019, City Hall, Pettygrove Conference Room. The meeting will begin at 1:30 pm and will be scheduled to go until 3:00 pm.**
4. **The meeting was adjourned at 2:48 PM.**