

**DEPARTMENT OF ADMINISTRATIVE SERVICES, OREGON
EDUCATORS BENEFIT BOARD**

DIVISION 30

PLAN DESIGN DEVELOPMENT AND SELECTION

111-030-0001

Development of OEGB Plan Designs

- (1) As used in the section, “comparable plan design” means the actuarial value of the OEGB plan design is within 2.5 percent (higher or lower) than a current district plan.
- (2) OEGB will develop plan designs for medical, pharmaceutical, dental and vision benefit plans that are comparable to the plan designs provided by Subject Districts prior to entering the OEGB.
- (3) OEGB will develop comparable plan designs by:
 - (a) Collecting the medical, pharmaceutical, dental and vision plan designs provided by Subject Districts that will be entering OEGB on October 1, 2008, October 1, 2009, and October 1, 2010.
 - (4) Following initial implementation of the OEGB benefit plans on October 1, 2008, OEGB will re-evaluate its plan designs for the October 1, 2009, and October 1, 2010, plan year start dates to determine if the Subject District plan design was included in the comparability assessment performed for plan design development in 2008.
 - (a) If the Subject District plan design was considered during the initial plan design process no further analysis will be conducted.
 - (b) If the plan design was not considered during the initial plan design process OEGB will:
 - (A) Calculate the actuarial value for the Subject District plan design using an industry-standard actuarial model; and
 - (B) Identify whether a current OEGB plan design has an actuarial value 2.5 percent higher or lower than the Subject District plan design.
 - (5) If none of the OEGB plan designs has an actuarial value within 2.5 percent higher or lower than the Subject District plan and the Subject District has 100 or more enrollees,

OEBB will develop and implement a plan design with an actuarial value of 2.5 percent higher or lower than the Subject District's plan unless;

(a) There is an OEBB plan that has an actuarial value that is more than 2.5 percent higher than the Subject District's plan and it is determined that OEBB can still meet the comparable cost requirement.

Stat. Auth: ORS 243.860 to 243.886

Stats. Implemented: ORS 243.864

111-030-0005

Medical, Dental and Vision Benefit Plans Selection through OEBB

(1) As used in the section, "employee group" means employees of similar employment type, for example administrative, represented classified, nonrepresented classified, confidential, represented licensed, or nonrepresented licensed. If one or more collective bargaining unit exists within an employee group, each unit will be considered a separate employee group.

(2) OEBB will offer a range of medical, pharmaceutical, dental and vision benefit plans that provide the flexibility to choose between a number of high-quality benefit plan options.

(3) The process for selection of medical, pharmaceutical, dental and vision plans offered by OEBB will include:

(a) Release of preliminary designs and costs for all medical, pharmaceutical, dental and vision plan options to participating districts no later than 30 days prior to final selection date. The total number offered may vary each year.

(b) Districts select the medical, pharmaceutical, dental and vision plan options to be offered to each employee group using an existing plan selection process.

(A) The specific number of allowed selections and selection parameters will be reviewed, considered and determined on an annual basis by OEBB.

(c) Plan selections for medical, pharmaceutical, dental and vision benefit coverages must be submitted in writing to OEBB no later than June 30, 2008, for the 2008-09 plan year and May 31 each year that follows. District submissions must include the specific plan selections for each employee group and must be authorized by a district official.

Stat. Auth: ORS 243.860 to 243.886

Stats. Implemented: ORS 243.864(1)(a)