

OEBB Comparability Policy

POLICY EFFECTIVE DATE: Effective upon passage

APPROVED: June 12, 2008

**POLICY/
PURPOSE:** The purpose of this policy is to establish guidelines for comparability assessments of OEBB and educational entity benefit plans.

AUTHORITY: ORS 243.864

APPLICABILITY: OEBB Board, Staff and External Individuals and Organizations

DEFINITIONS: “Comparable plan design (Medical, Dental and Vision)” means that the actuarial values of two plan designs are within 2.5 percent higher or lower of each other.

“Comparable cost (Medical, Dental and Vision)” means that the aggregate cost to a district for enrollment in OEBB plans comparable in design to the district’s plan(s) do not exceed the rate in effect or proposed for the benefit plan year.

Protocol:

I. Comparability Assessment Protocol

The Oregon Educators Benefit Board (OEBB) will perform district-specific comparability assessments to determine if OEBB can provide benefits with comparable plan designs at comparable costs for non-participating districts annually and upon request.

- OEBB requests plan, enrollment and rate information for all relevant benefit plans from district(s)
- Plan, enrollment and rate information is analyzed by the OEBB benefit consultant to determine actuarial value of plan(s)
- OEBB benefit consultant identifies comparable OEBB benefit plan(s) and calculates total district-wide cost for continuing current plan(s) and total district-wide cost if enrollment was in comparable OEBB plan(s)*
- OEBB sends the district written notification of the results of the cost comparability assessment
- District may send written request for comparability analysis to the OEBB

Administrator or OEBC Board for initial comparability assessment or in follow-up to annual comparability assessment