

**OEBB FUTURE TOPICS
2011 AND BEYOND**

The following list of Future Topics for the Oregon Educators Benefit Board (OEBB) was compiled using the handout provided at the July 14, 2011, OEBB board meeting; with input from the joint PEBB/OEBB and OEBB Board meetings held on September 22, 2011, OEBB staff and consultant discussions, a follow-up survey of OEBB Board members and discussions during the October 13, 2011, Board meeting. These specific items are in addition to the topics currently under consideration by the OEBB Strategies on Evidence and Outcomes Workgroup (SEOW) and collaborative work with the PEBB to align the benefits programs with Oregon Health Authority (OHA) initiatives.

	TOPIC UNDER CONSIDERATION	REFERRED TO:	LEAD(S)	ACTION NEEDED	
				ACTION NEEDED	DUE DATE
1	<ul style="list-style-type: none"> ✓ Plan options <ul style="list-style-type: none"> ○ Decrease overall number of medical, dental, vision, life, AD&D, and/or disability plans ○ Expand access to medical, dental, vision, life, AD&D, disability, and /or long term care options 	BOW	Denise & Heidi	Identify Pros and Cons: <ul style="list-style-type: none"> • Internal operations - Linda & Jackie • Entity administration - Benefit Information Exchange (BIE) • Impact on future member choice - Heidi • Impact on "current" member choice - Mary <ul style="list-style-type: none"> ○ # of employee groups offering each plan ○ # of members selecting each plan ○ Enrollment trends • Impact on rates - Towers Watson 	<ul style="list-style-type: none"> • BOW recommendation to the full Board at the December 8, 2011, meeting.
2	<ul style="list-style-type: none"> ✓ Expand incentive to manage chronic care conditions across all health plans 	SEOW	Denise	Identify Pros and Cons: <ul style="list-style-type: none"> • Review policy decision • Impact on future health - Glenn • Impact on rates - Towers Watson 	<ul style="list-style-type: none"> • SEOW recommendation to full Board at the January 12, 2012, meeting • Final decision following rate renewal negotiations, if applicable

	TOPIC UNDER CONSIDERATION	REFERRED TO:	LEAD(S)	ACTION NEEDED		DUE DATE
3	<ul style="list-style-type: none"> ✓ Composite versus tiered rate structures <ul style="list-style-type: none"> ○ Consider mandatory move to tiered rate structure only ○ Consider encouraging move to tiered rate structure ○ Consider combination of the two 	BOW	Heidi	Identify Pros and Cons: <ul style="list-style-type: none"> • Impact on employees – Towers Watson • Impact on entities, contributions & potential penalties – Towers Watson • Impact on rates overall – Towers Watson 	<ul style="list-style-type: none"> • TW to report to BOW in November/early December. BOW recommendation to full Board for active employee rates at January 12, 2012, Board meeting <p><i>NOTE: TW is in the process of preparing a tool for entities' use to transition to tiered</i></p>	
4	<ul style="list-style-type: none"> ✓ Encourage enrollment in systems of care through benefit design and increased education 	SEOW & "Engagement" Workgroup	Denise & Heidi	Identify Pros and Cons: <ul style="list-style-type: none"> • Impact on future health – Glenn • Impact on rates – Towers Watson • Communications -- Jackie 	<ul style="list-style-type: none"> • SEOW recommendation to full Board on benefit design at January 12, 2012, Board meeting. • Final decision following rate renewal negotiations, if applicable. • Communication to follow, if applicable. 	
5	<ul style="list-style-type: none"> ✓ Review options for offering tax-advantaged medical option available using an organized system of care 	SEOW	Denise	Identify Pros and Cons: <ul style="list-style-type: none"> • Impact on future health – Glenn • Impact on rates – Towers Watson • Impact on decisions under option 1 -- Heidi 	<ul style="list-style-type: none"> • SEOW recommendation to full Board on benefit design at January 12, 2012, Board meeting. • Final decision following rate renewal negotiations, if applicable. 	
6	<ul style="list-style-type: none"> ✓ Consider programs to engage members in their health and to members' improve health status 	SEOW	Joan	Identify Pros and Cons: <ul style="list-style-type: none"> • Impact on future health – Glenn • Impact on rates – Towers Watson • Impact on decisions under option 1 -- Heidi 	TBD	

	TOPIC UNDER CONSIDERATION	REFERRED TO:	LEAD(S)		
				ACTION NEEDED	DUE DATE
7	✓ Promote and support wellness champions and on-site wellness programs	“Engagement” Workgroup	Heidi	Communications - Jackie <ul style="list-style-type: none"> • Support “Champs” 	January 2012 first meeting of “Champs” group
8	✓ Offer Living Well under the benefit structure	Consultants & Staff	Geoff	Discuss feasibility of inclusion of online version or provider encouragement	Towers Watson to report to Board at the January 12, 2012, Board meeting with options to consider
9	✓ Vary rates for optional life insurance for non-smokers and smokers	Towers Watson	Geoff	Identify Pros and Cons: <ul style="list-style-type: none"> • Impact on rates - Towers Watson 	<ul style="list-style-type: none"> • Towers Watson to return to Board at the January 12, 2012, Board meeting • Final decision following rate renewal negotiations, if applicable
10	✓ Administer early retiree continuation of benefits in-house	Staff	Heidi	Identify Pros and Cons: <ul style="list-style-type: none"> • Internal operations - Linda • Entity administration - Benefit Information Exchange (BIE) 	<ul style="list-style-type: none"> • Staff to report to full Board at the January 12, 2012, Board meeting • Final decision needed by March meeting, if applicable prior to January 2013
11	✓ Offer a voluntary Section 125 Flexible Spending Account plan	Staff	Heidi	Identify Pros and Cons: <ul style="list-style-type: none"> • Internal operations - Linda • Entity administration - Benefit Information Exchange (BIE) • Time for RFP process for 10/1/12 implementation • Consider adding for 2013-14 	<ul style="list-style-type: none"> • Staff to report to full Board at the December 10, 2012, Board meeting • Final decision to pursue for 2012-13 needed at January 12, 2012, Board meeting