HEALTH WEALTH CAREER

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OREGON PEBB
2017 NON-MEDICAL RENEWALS

ROUND 3

APRIL 19, 2016

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2017 RENEWAL SUMMARY

This overview provides information on PEBB's 2017 renewals:

- Dental
  - Delta Dental of Oregon (ODS)
  - Kaiser
  - Willamette Dental Group (WDG)
- Vision — VSP
- Additional Benefits
  - ASIFlex: Health and dependent care & commuter spending accounts
  - Benefit Help Solutions (BHS): COBRA, retiree and self-pay administration
  - Cascade: EAP
  - The Standard: Basic Life; Voluntary Life; Voluntary AD&D; STD and LTD

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DELTA DENTAL OF OREGON

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2017 RENEWAL PROPOSAL
DELTA DENTAL OF OREGON

- No changes to the ASO fees presented at the prior Board Meetings
  - Delta has proposed a rate guarantee for an additional three years, starting 1/1/18; we recommend considering at next year's renewal
- The final self-funded renewal projection increases the budget by approximately 0.7%. This is a reduction from the preliminary renewal of 1.9%
- Changes to consider:
  - Add coverage for Athletic Mouth Guards?
  - Add coverage for Occlusal (Night) Guards?

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2017 RENEWAL PROPOSAL
DELTA DENTAL OF OREGON

- 2017 is year three of a three-year rate guarantee for admin fees:
  - 2015: $5.70
  - 2016: $5.80
  - 2017: $5.90
- Delta Dental has provided rates for a new three-year rate guarantee for the following three-year time frame (2018 to 2020). Mercer recommends not accepting until the 2018 renewal. Proposed administrative rates are as follows:

Year	Rate Increase	PEPM Fee
2018	Rate Hold	$5.90
2019	1.69%	$6.00
2020	1.67%	$6.10

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2017 BUDGET RATES
DELTA DENTAL OF OREGON

	2016	2017	% Increase
Premier			
Employee	$84.77	$85.39	0.7%
Employee & Spouse/Partner	$113.62	$114.45	0.7%
Employee & Children	$97.51	$98.23	0.7%
Employee & Family	$116.16	$117.01	0.7%
PPO			
Employee	$78.32	$78.90	0.7%
Employee & Spouse/Partner	$104.94	$105.71	0.7%
Employee & Children	$90.05	$90.71	0.7%
Employee & Family	$107.31	$108.10	0.7%
Part-Time			
Employee	$61.01	$61.46	0.7%
Employee & Spouse/Partner	$81.75	$82.35	0.7%
Employee & Children	$70.17	$70.69	0.7%
Employee & Family	$83.58	$84.19	0.7%

- Based on 4% trend rate and data through February 2016. This is a reduction from the original 1.9% increase presented at the March Board meeting.

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2017 BUDGET RATES — RE-TIERED
DELTA DENTAL OF OREGON

	2017	Re-tiered 2017
Premier		
Employee	$85.39	$66.35
Employee & Spouse/Partner	$114.45	$109.48
Employee & Children	$98.23	$92.89
Employee & Family	$117.01	$132.70
PPO		
Employee	$78.90	$61.30
Employee & Spouse/Partner	$105.71	$101.15
Employee & Children	$90.71	$85.82
Employee & Family	$108.10	$122.60
Part-Time		
Employee	$61.46	$47.75
Employee & Spouse/Partner	$82.35	$78.79
Employee & Children	$70.69	$66.85
Employee & Family	$84.19	$95.51

- Based on 4% trend rate and data through February 2016

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2017 PLAN CHANGE PROPOSALS
DELTA DENTAL OF OREGON

Proposed Plan Change	Athletic mouth guards, optional benefit, covered under major services once per year for members age 15 and under and once every two years age 16 and over

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Delta Dental recommends this as a preventive measure. Athletes who do not wear mouth guards are 60 times more likely to sustain damage to their teeth. Also reduces incidence of mild traumatic brain injury/concussion injury. There are no peer reviewed studies that define cost savings as a result of the use of athletic mouth guards	Availability of additional benefit	Estimated rate impact is +0.1% of premium or approximately $45,000 per year	Aligns with Delta Dental's standard plans	Recommend based on quality of life for members

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2017 PLAN CHANGE PROPOSALS
DELTA DENTAL OF OREGON

Proposed Plan Change	Occlusal guard (night guard) is covered once every five years at 50%, up to a $150 maximum

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
The resulting damage from parafunctional habits (clenching and grinding) often requires expensive restorative intervention to correct. An occlusal guard in a non-invasive acrylic appliance that protects the teeth from parafunctional habits. There are no peer reviewed studies that define cost savings as a result of the use of occlusal guards	Availability of additional benefit	Estimated rate impact is +0.2% of premium or approximately $90,000 per year	Coverage for those diagnosed with bruxism (grinding) is becoming more prevalent among group plans Aligns with Delta Dental's standard plans Currently covered under Kaiser plan	Recommend based on quality of life for members

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2017 RENEWAL PROPOSAL
KAISER

- No change to the fully insured renewal increase from the material presented at the March meeting
- Financial impact updated to add a $5 office visit copay, excluding preventive visits was provided:
  - Overall renewal would decrease from 6% to 4.25% representing savings of $140,000 per year
- A new dental clinic is opening in Eugene, OR
- Changes to consider:
  - Implement a $5 copay
  - Implement a $5 copay which is not applicable to preventive visits
  - Add coverage for Athletic Mouth Guards

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2017 RENEWAL PROPOSAL
KAISER

- Kaiser has proposed a preliminary renewal increase of 8.73%, which they agreed to lower to 6.0% based on the following:
  - 2.6% increase in utilization
  - 2016 needed rate increase was 12.66%; final rate increase was 7.67%
  - Member to subscriber ratio increased by 1.22%
  - 5.75% trend
  - No change in retention costs (administration)
- Kaiser is remaining at 6% for their final dental renewal increase

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2017 RENEWAL PROPOSAL
KAISER

- Full-Time Rates

Tier	2016	2017	Increase
Employee	$91.08	$96.54	6.0%
Employee & Spouse/Partner	$122.04	$129.36	6.0%
Employee & Children	$104.74	$111.02	6.0%
Employee & Family	$124.78	$132.26	6.0%

- Part-Time Rates

Tier	2016	2017	Increase
Employee	$67.85	$71.92	6.0%
Employee & Spouse/Partner	$90.91	$96.36	6.0%
Employee & Children	$78.01	$82.69	6.0%
Employee & Family	$92.97	$98.55	6.0%

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2017 RENEWAL PROPOSAL — RE-TIERED
KAISER

- Full-Time Rates

Tier	2017	Re-tiered 2017
Employee	$96.54	$76.70
Employee & Spouse/Partner	$129.36	$126.56
Employee & Children	$111.02	$107.38
Employee & Family	$132.26	$153.40

- Part-Time Rates

Tier	2017	Re-tiered 2017
Employee	$71.92	$57.80
Employee & Spouse/Partner	$96.36	$95.37
Employee & Children	$82.69	$80.92
Employee & Family	$98.55	$115.60

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2017 PLAN CHANGE PROPOSALS
KAISER

Proposed Plan Change	Alternate plan design – Increase current copay from $0 to $5

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Will reduce current proposed rate increase to 3.4%	Members would be responsible for a $5 copay	Reduces current rate increase from 6.0% to 3.4% representing savings of approximately $200,000 per year	A majority of Kaiser large group members (80%) have some level of office visit copay, with $5 being the most popular (31%)	Members average approximately two visits per year. This change would represent an additional $10 to members on a yearly basis.

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2017 PLAN CHANGE PROPOSALS
KAISER

Proposed Plan Change	Alternate Plan Design $5 copay – does not include preventive visits

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Will reduce current proposed rate increase to 4.25%	Members would be responsible for a $5 copay for all office visits, with the exception of preventive care	Reduces current rate increase from 6.0% to 4.25% representing savings of approximately $140,000 per year	A majority of Kaiser large group members (80%) have some level of office visit copay, with $5 being the most popular (31%)	Would align plans with market norm without creating cost barrier for preventive visits.

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2017 PLAN CHANGE PROPOSALS
KAISER

Proposed Plan Change	Add coverage for Athletic Mouth Guards

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Athletes who do not wear mouth guards are 60 times more likely to sustain damage to their teeth. Also reduces incidence of mild traumatic brain injury/concussion injury. There are no peer reviewed studies that define cost savings as a result of the use of athletic mouth guards	Availability of additional benefit	Estimated rate impact is $0.10 PMPM or approximately $17,000 per year.	Aligns with Delta Dental's standard plans	Recommend based on quality of life for members

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WILLAMETTE DENTAL GROUP

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2017 RENEWAL PROPOSAL
WILLAMETTE DENTAL GROUP(WDG)

- Offering a final premium renewal increase of 5.25%
  - This is a reduction from the original proposal of 5.9% representing savings of approximately $40,000 per year
  - Changes to consider:
    - Addition of Occlusal (Night) Guards
    - Removal of $5 office visit copay

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2017 RENEWAL PROPOSAL
WILLAMETTE DENTAL GROUP(WDG)

- Offering a premium increase of 5.25%
  - Underwriting calculation calls for 11.91% increase
  - Prior to 2017, rate passes have been offered for the past six years
  - 5.9% trend
  - No change in administration
  - This is a reduction from the original proposal of 5.9% representing savings of approximately $40,000 per year

	Part-Time + Full-Time		
Premium Rates	**2016**	**2017**	**% Increase**
Employee	$74.65	$78.55	5.25%
Employee & Spouse/Partner	$100.04	$105.30	5.25%
Employee & Children	$85.85	$90.35	5.25%
Employee & Family	$102.28	$107.65	5.25%

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2017 RENEWAL PROPOSAL — RE-TIERED
WILLAMETTE DENTAL GROUP(WDG)

	Part-Time + Full-Time	
Premium Rates	**2017**	**Re-tiered 2017**
Employee	$78.55	$61.32
Employee & Spouse/Partner	$105.30	$101.18
Employee & Children	$90.35	$85.85
Employee & Family	$107.65	$122.64

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2017 PLAN CHANGE PROPOSALS
WILLAMETTE DENTAL GROUP (WDG)

Proposed Plan Change	Addition of Occlusal Guards (Night Guards)

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
The resulting damage from parafunctional habits (clenching and grinding) often requires expensive restorative intervention to correct. An occlusal guard in a non-invasive acrylic appliance that protects the teeth from parafunctional habits. There are no peer reviewed studies that define cost savings as a result of the use of athletic mouth guards	Availability of additional benefit	Estimated rate impact is approximately 0.13%, or $15,000 per year.	Aligns with Delta Dental's standard plans and is already included in Kaiser's plan	Recommend based on quality of life for members

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2017 PLAN CHANGE PROPOSALS
WILLAMETTE DENTAL GROUP (WDG)

Proposed Plan Change	Remove $5 office visit copay

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
WDG has not historically, tied the copay to a particular service. If the goal of the Board is to reduce the cost of preventive services for the member, WDG recommends removing the $5 office visit copay in totality.	Members would no longer be responsible for a $5 copay	Estimated rate impact is approximately 1.96% or $225,000	This would align with the current Kaiser plan	WDG can only remove copay for all services, not just for preventive visits. Would not recommend.

- Willamette's plan is richer than both Kaiser and Delta Dental in several areas:
  - Members are not subject to an annual deductible
  - Members are not subject to an annual maximum
  - Orthodontia is covered in full after a $1,500 copayment
  - Crown, implants and dentures are covered at specific copays, rather than at a percentage of the allowed charge for the service. As an example, crowns are covered after $190 copay. If the cost a crown is approximately $1,200, the member would be responsible for $600 under the Kaiser Premier plan and $190 under the Willamette plan.

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VISION SERVICE PLAN

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2017 RENEWAL PROPOSAL
VISION SERVICE PLAN (VSP)

- No change to the ASO fees and self funded premiums from earlier presented materials
- VSP has agreed to credit PEBB up to $75,000 for the additional administrative costs of implementing the buy-up (Plus) plan, based on actual costs.
- Changes to consider:
  - Should PEBB implement a Buy-Up (Plus) plan

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2017 RENEWAL PROPOSAL
VISION SERVICE PLAN (VSP)

- VSP is proposing a one-year administrative rate guarantee

Rate increase	2016	2017	% Change
ASO Fee	$1.25	$1.25	0%

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2017 BUDGET RATES
VISION SERVICE PLAN

	2016	2017	% Increase
Full/Part-Time*			
Employee	$13.96	$13.76	-1.4%
Employee & Spouse/Partner	$18.69	$18.42	-1.4%
Employee & Children	$16.05	$15.82	-1.4%
Employee & Family	$19.14	$18.87	-1.4%

- Based on 3% trend rate and data through March 2016

* Excludes consultant commission (0.13% in 2016) and PEBB Admin.

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2017 BUDGET RATES — RE-TIERED
VISION SERVICE PLAN

	2017	Re-tiered 2017
Full/Part-Time*		
Employee	$13.76	$10.71
Employee & Spouse/Partner	$18.42	$17.67
Employee & Children	$15.82	$14.99
Employee & Family	$18.87	$21.42

- Based on 3% trend rate and data through March 2016

* Excludes consultant commission (0.13% in 2016) and PEBB Admin.

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2017 PLAN CHANGE PROPOSALS
VISION SERVICE PLAN

Proposed Plan Change	Offer Buy Up Premium Option with increased frame allowance of $225 (currently $150) and covered Anti-Reflective Coatings and Progressive lenses, covered in full after a $20 copay, for each.

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Upon review of PEBB's utilization over the last 12 months, of those members selecting some type of vision hardware: • 62% are utilizing the frame benefit • 27% are electing contact lenses.	Members selecting the Premium plan would pay the difference between that and the Base plan (which is now the current plan)	Cost to members selecting Buy Up plan would be approximately 50% higher than the current Base plan.		Mercer recommends this option being cognizant of the fact that it represents increased costs for those members who select this plan. Additional consideration for administrative impact and CBA arrangements

- VSP has agreed to credit PEBB for the actual administrative costs of adding this plan which is assumed to be $50,000 - $75,000
- Employees would pay the premium for the base plan regardless of which plan they enroll in. If a member chose to enroll in the Plus plan, they would be responsible for the contribution to the Base plan, plus the difference in cost between the base and plus plans.
- All members of a family would have to enroll on the same plan (Base or Plus)

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2017 BUDGET RATES — ADDITION OF BUY UP PLAN
VISION SERVICE PLAN

Base Plan	2017
Full/Part-Time*	
Employee	$10.71
Employee & Spouse/Partner	$17.67
Employee & Children	$14.99
Employee & Family	$21.42

Plus Plan	2017
Full/Part-Time*	
Employee	$16.07
Employee & Spouse/Partner	$26.51
Employee & Children	$22.49
Employee & Family	$32.13

- Based on 3% trend rate and data through March 2016, rating using updated tier ratios
- Rates for Plus plan include the Base plan. Members who select the Plus plan would be responsible for the contribution to the Base plan, plus the difference in rates between the Base and Plus plans.

* Excludes consultant commission (0.13% in 2016) and PEBB Admin.

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CASCADE EAP

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2017 PLAN CHANGE PROPOSALS
CASCADE

- No change from previously presented materials
- Changes to consider:
  - Should PEBB implement Whole Life Scale?
    - Does PEBB want to participate in the pilot of this program?

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2017 PLAN CHANGE PROPOSALS
CASCADE

Proposed Plan Change	Addition of WholeLife Scale

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Behavioral Health Risk Assessment (BHRA) developed to circumvent the high cost of mental health concerns in the workplace and improve the quality of life of employees. Once employees have completed the assessment, Cascade will identify the high risk population and work to improve their quality of life	Provides an additional benefit to members to balance total health	$0.15 - $0.25 PEPM depending on number of participants Additional reduction in rates based on participation in pilot		Recommend based on quality of life for members.

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CASCADE
DETAILS OF NEW PROGRAMS FOR 2016

Optional Services

- WholeLife (available 2016)
  - Cascade's Behavioral Wellness Profile is a Behavioral Health Risk Assessment (BHRA) developed to circumvent the high cost of mental health concerns in the workplace and improve the quality of life of employees. The assessment provides immediate feedback in the following areas:
    - Depression
    - Anxiety
    - Alcohol
    - Stress
    - Sleep
    - Presenteeism/ Work Engagement
    - Relationship
    - PTSD
  - Once employees have completed the assessment, Cascade will identify the high risk population and work to improve their quality of life.

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THE STANDARD

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THE STANDARD
BASIC LIFE, VOLUNTARY LIFE, VOLUNTARY AD&D, STD AND LTD

- No change from previously presented materials

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THE STANDARD
BASIC LIFE, VOLUNTARY LIFE, VOLUNTARY AD&D, STD AND LTD

Board Consideration	Design Impact	Financial Impact
Status quo renewal	• No change to existing policies	• Rate pass for January 1, 2016 – December 31, 2018

- Second year of the four-year rate guarantee
- No change from February board meeting

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SUMMARY

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BOARD CONSIDERATIONS

Vendor	Board Consideration	Financial Impact	Mercer Comments	Board Decision
Delta Dental of Oregon	Athletic mouth guards, optional benefit, covered under major services once per year for members age 15 and under and once every two years age 16 and over	Estimated rate impact is +0.1% of premium	Recommend based on quality of life for members.	
Delta Dental Oregon	Occlusal guard (night guard) is covered once every five years at 50%, up to a $150 maximum	Estimated rate impact is +0.2% of premium	Recommend based on quality of life for members.	
Kaiser	Alternate plan design – Increase current copay from $0 to $5	Reduces current rate increase from 6.0% to 3.4% representing savings of approximately $200,000	Members average approximately 2 visits per year. This change would represent an additional $10 to members on a yearly basis.	
Kaiser	Alternate plan design – Increase current copay from $0 to $5 - does not apply to preventive services	Reduces current rate increase from 6.0% to 4.25% representing savings of approximately $140,000	Would align plans with market norm without creating cost barrier for preventive visits. Mercer recommends implementing $5 copay for all office visits with the exclusion of preventive care.	

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BOARD CONSIDERATIONS

Vendor	Board Consideration	Financial Impact	Mercer Comments	Board Decision
Kaiser	Addition of Athletic Mouth Guards	Estimated rate impact is $0.10 PMPM or approximately $17,000 per year.	Recommended based on quality of life.	
Willamette Dental Group	Addition of Occlusal Guards (Night Guards)	Estimated rate impact is approximately 0.13%, or $15,000 per year.	Recommend based on quality of life.	
Willamette Dental Group	Remove $5 office visit copay	Estimated rate impact is approximately 1.96% or $225,000	WDG has not historically, tied the copay to a particular service. If the goal of the Board is to reduce the cost of preventive services for the member, WDG recommends removing the $5 office visit copay in totality. Mercer recommends keeping $5 copay in place.	

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BOARD CONSIDERATIONS

Vendor	Board Consideration	Financial Impact	Mercer Comments	Board Decision
Vision Service Plan	Offer Buy Up Premium Option with increased frame allowance of $225 (currently $150) and covered Anti-Reflective Coatings and Progressive lenses, covered in full after a $20 copay, for each.	Cost to members selecting Buy Up plan would be approximately 50% higher than the current Base plan (costs provided by VSP	Mercer recommends this option being cognizant of the fact that it represents increased costs for those members who select this plan.	
Cascade	Addition of WholeLife Scale	• $0.15 - $0.25 PEPM depending on number of participants • Additional reduction in rates based on participation in pilot	Recommends based on quality of life	

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BOARD CONSIDERATIONS
FINALIZED OR POSTPONED

Vendor	Board Consideration	Financial Impact	Mercer Comments
Delta Dental of Oregon	Crown over an implant is covered once per lifetime	Estimated claims impact is negligible	Not recommended.
Kaiser	Kaiser Statewide plan – status quo benefits	Increase to Full-Time plan is 20.4% and 15.8% to Part-Time Plan	Not recommended.
Kaiser	Kaiser Statewide plan - Options designed to match Delta Dental's Premier Plan	Full-Time Option1: +7.1% Full-Time Option 2: +12.3% Part-Time Option 1: +15.8% Part-Time Option 2: +16.8%	Not recommended.
Willamette Dental Group	Chronic Condition Dental Management Program (CCDM)	Based on current utilization WDG estimates the cost to include this program at 3.7% of premium, or $374,000. This calculation assumes 5% of the PEBB population would qualify, and 70% of those qualified would participate.	Not recommended for 2017. Continue to review on a yearly basis and more seriously consider once there is more supporting evidence.
Willamette Dental Group	Addition of Athletic Mouth Guards	N/A	Willamette is unable to offer this benefit

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BOARD CONSIDERATIONS
FINALIZED OR POSTPONED

Vendor	Board Consideration	Financial Impact	Mercer Comments
ASI Flex	Administrative renewal – Status Quo	No increase	Accept status quo renewal
Benefit Health Solutions	Continue with all BHS services (COBRA, Retiree, Semi-Independent & Self-Pay)	• Rate hold from 2016 or $0.40 PEPM (roughly equivalent to per service rates based on approximately 51,000 PEBB employees)	Accept status quo renewal until at which time it is determined that PEBB can take on the extra work of administering retiree and self pay administration services
Benefit Health Solutions	Exclusion of retiree and self pay administration services	• The per service rate is higher for COBRA administration: – Annual Set Up Fee: $1,000 (Service Rep $1,000 a month (goes away)) – Qualifying Event Letter: $10.00 per letter ($4.00 current) – Per COBRA continuant: $6.00 per month ($7.25 per month current) – Open Enrollment Questionnaire: $6.50 per letter ($3.15 per letter current)	Accept status quo renewal until at which time it is determined that PEBB can take on the extra work of administering retiree and self pay administration services

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TIMELINE FOR REMAINING RENEWAL WORK

Action	Responsible Party	Date
The Board will approve initial plan design changes	Board	4/19/16
The Board will review and approve final plan designs	Board	5/17/16
The board will review and approve final rates, other financials and administrative items	Mercer	6/21/16
Signed renewal letters returned to PEBB and Mercer	Carriers	6/28/16

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APPENDIX

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PLAN DESIGN CONSIDERATIONS – FINALIZED OR POSTPONED

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2017 PLAN CHANGE PROPOSALS
DELTA DENTAL OF OREGON

Proposed Plan Change	Crown over an implant is covered once per lifetime

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Crowns over implants do not fail for the typical reasons, as implants do not get cavities and do not need root canals The most common scenario under which the crown over an implant would be replaced is due to esthetic reasons This recommended benefit change reflects clinical practice and discourages replacement for esthetic reasons	Current benefit allows for replacement once every 7 years. This change would only allow crowns over implants to be replaced once per lifetime unless implant itself fails, in which case it would be replaced.	Estimated claims impact is negligible	Aligns with Delta Dental's standard plans	Not recommended.

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2017 PLAN CHANGE PROPOSALS
KAISER

Proposed Plan Change	Kaiser Statewide plan – status quo benefits

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Network includes any licensed dentist. 36% of providers for the Full-Time plan and 25% of the providers for the Part-Time plan in the proposed Kaiser Statewide plan are providers that have been utilized in 2015 with ODS	Additional carrier offering with statewide benefits	Increase to Full-Time plan is 20.4% and 15.8% to Part-Time Plan	N/A	Not recommended

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2017 PLAN CHANGE PROPOSALS
KAISER

Proposed Plan Change	Kaiser Statewide plan - Options designed to match Delta Dental's Premier Plan

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Network includes any licensed dentist. 36% of providers for the Full-Time plan and 25% of the providers for the Part-Time plan in the proposed Kaiser Statewide plan are providers that have been utilized in 2015 with ODS	Additional carrier offering with statewide benefits.	Full-Time Option1: +7.1% Full-Time Option 2: +12.3% Part-Time Option 1: +15.8% Part-Time Option 2: +16.8%	N/A	Not recommended.

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KAISER DENTAL PLAN PROPOSAL COMPARISON
FULL-TIME PLANS

In-Network	Kaiser 2016 Traditional	Kaiser Alternative Traditional	Proposed Alternative Kaiser PPO Full-Time Option 1	Proposed Alternative Kaiser PPO Full-Time Option 2
Office Visit	None	$5	None	None
Benefit Maximum	$1,750	$1,750	$1,750	$1,750
Deductible	None	None	$50/$150	$50/$150
Preventive/Diagnostic	0%	0%	0% - including PreventaMax	0% - including PreventaMax
Restorative	20%	20%	20%	20%
Crowns	25%	25%	50%	25%
Major Restorative	50%	50%	50%	50%
Orthodontics — All Ages	50% to $1,500 lifetime maximum	50% to $1,500 lifetime maximum	50% to $1,500 lifetime maximum	50% to $1,500 lifetime maximum

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KAISER DENTAL PLAN PROPOSAL COMPARISON
PART-TIME PLANS

In-Network	Kaiser Traditional PT	Kaiser Alternative Traditional PT	Proposed Alternative Kaiser PPO Part-Time Option 1	Proposed Alternative Kaiser PPO Part-Time Option 2
Office Visit	None	$5	None	None
Benefit Maximum	$1,250	$1,250	$1,250	$1,250
Deductible	None	None	$50/$150	$50/$150
Preventive/Diagnostic	0%	0%	0%	0% - including PreventaMax
Restorative	50%	50%	50%	50%
Crowns	50%	50%	50%	50%
Major Restorative	50%	50%	50% Implants not covered	50% Implants not covered
Orthodontics — All Ages	Not Covered	Not Covered	Not covered	Not covered

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2017 PLAN CHANGE PROPOSALS
WILLAMETTE DENTAL GROUP (WDG)

Proposed Plan Change	Chronic Condition Dental Management Program (CCDM)

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Chronic Condition Dental Management Program (CCDM)	• Assists members who are at greater risk for dental diseases due to lifestyle and medical conditions. Participants will receive: – additional outreach – $0 copay for certain preventive services • Aligns with OEBB medical plans • Involves two diagnostic and treatment programs • Uses Salivary Testing in Chronic Dental Management to detect oral diseases	Estimated 850 members will be impacted by this program.	Based on current utilization WDG estimates the cost to include this program at 3.7% of premium, or $374,000. This calculation assumes 5% of the PEBB population would qualify, and 70% of those qualified would participate.	Not recommended for 2017. Continue to review on a yearly basis and more seriously consider once there is more supporting evidence.

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2017 PLAN CHANGE PROPOSALS
WILLAMETTE DENTAL GROUP (WDG)

Proposed Plan Change	Addition of Athletic Mouth Guards

Carrier Rationale	Member Impact	Plan Cost/Savings	Market Norm	Mercer Recommendation
Currently, Willamette Dental Group does not cover athletic mouth guards for any client groups. The inclusion of new covered services goes through a vetting process which includes input from clinical management, quality assurance, training, underwriting and product development.	Unable to offer at this time	N/A	N/A	N/A

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ASIFLEX
HEALTHCARE AND DEPENDENT FSA ADMIN

Board Consideration	Design Impact	Financial Impact
Administrative Renewal	No Impact	No Impact

- 2017 Rates

Item	Fee
Set Up Fee • Initial Plan Year • Renewal Plan Year	Waived
Monthly Administration PPPM	$2.95
Optional ASIFlex Card PPPM • Replacement or additional card sets	Included • $5.00 billed to participant FSA
Employee Communication • PDF documents • WebEx group meetings • Onsite Enrollment Meetings	 • No Charge • No Charge • $250 per day, plus travel expenses

Notes:

- No change from February board meeting
- FlexMinder is not integrated with all PEBB plans; specifically AllCare, Moda and Trillium

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BENEFIT HEALTH SOLUTIONS (BHS)
COBRA, RETIREE, SEMI-INDEPENDENT AND SELF-PAY ADMINISTRATION

Board Consideration	Design Impact	Financial Impact
Continue with all BHS services (COBRA, Retiree, Semi-Independent & Self-Pay)		• Rate hold from 2016 or $0.40 PEPM (roughly equivalent to per service rates based on approximately 51,000 PEBB employees)
COBRA only services	• Service rep eliminated • Implements an annual set-up fee	• The per service rate is higher for COBRA administration: – Annual Set Up Fee: $1,000 (Service Rep $1,000 a month (goes away)) – Qualifying Event Letter: $10.00 per letter ($4.00 current) – Per COBRA continuant: $6.00 per month ($7.25 per month current) – Open Enrollment Questionnaire: $6.50 per letter ($3.15 per letter current)

- 2015 Utilization:
  - Average COBRA member count: 149
  - Qualifying Event Notification Letters: 10,538
  - OE Questionnaire Letters: 1,238

Note:

No change from February Board Meeting

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CASCADE
EAP

Board Consideration	Design Impact	Financial Impact
Status quo renewal	• New programs 2016 – Online supervisor support – Mobile application – Life Pilot Assessment – Benefit Connect: Complete Benefit Integration – HR Webinar Series – Life Coaching (March 2016) – User Connectivity (April 2016) – Optional: WholeLife Scale (Q4 2016)	• Rate guarantee July 1, 2015 – June 30, 2017 • Addition of WholeLife Scale would add $0.15 - $0.25 PEPM (depending on number of participants) • Additional reduction in rates based on participation in pilot

Rates	July 1, 2015	July 1, 2017
Three-Visit	$1.01	Available November 2016
Five-Visit	$1.29	Available November 2016

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CASCADE
DETAILS OF NEW PROGRAMS FOR 2016

- Online Supervisor Support:
  - Will walk supervisors and managers through the steps for increasing employee job performance, helping with personal concerns, providing support when tragedy strikes, and how to deal with an employee's unexpected or inappropriate behavior
- Mobile Application:
  - Allows members to access EAP services wherever they are including the ability to contact Cascade, instant chat with an EAP counselor, view company specific EAP services, take and score assessments, access articles, store ID benefit cards, access Cascade's social media, and view the interactive mobile site (Cascade Personal Advantage)
- Life Pilot Assessment
  - Members answer a short questionnaire which then connects them to EAP services customized to their unique life concerns. This assessment provides proactive EAP engagement.

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CASCADE
DETAILS OF NEW PROGRAMS FOR 2016

- Benefit Connect: Complete Benefit Integration:
  - Streamlined integration which connects callers with other benefits or perks offered by their company
- HR Webinar Series:
  - Each year Cascade provides a webinar series for HR professionals and Benefit Managers. These webinars are free and pre-approved for SHRM and HRCI credit hours. Each seminar is one credit.
- Life Coaching (Available March 2016):
  - Up to three strategy sessions (in addition to regular EAP sessions) with a master's level professional
- User Connectivity (Available April 2016):
  - All stakeholders will have the ability to log into specific segments of Cascade's database including HR and Benefit Brokers, EAP Members, Affiliate Counselors, and Cascade Staff

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PLAN DESIGNS

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DENTAL PLAN COMPARISON
FULL-TIME PLANS

Plan	Delta Dental PPO		Delta Dental Premier	WDG	Kaiser Dental
Provider	In-Network	Out of Network	Participating	Willamette	Kaiser
Office Visit	None	10%	None	$5	None
Benefit Maximum	$1,750	$1,750	$1,750	None	$1,750
Deductible	$50/$150	$50/$150	$50/$150	None	None
Preventive / Diagnostic	0%	10%	0%	OV Copay	0%
Restorative	1st year-20% 2nd year-10% 3rd year-0%	30%	20%	Copay*	20%
Crowns	50%	50%	50%	Copay*	25%
Major Restorative	50%	50%	50%	Copay*	50%
Orthodontics — All Ages	50% to $1,500 lifetime maximum	50% to $1,500 lifetime maximum	50% to $1,500 lifetime maximum	$150 Copay for Pre-Ortho; $1,500 Copay	50% to $1,500 lifetime maximum

* Copay amount varies by specific service.

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DENTAL PLAN COMPARISON
PART-TIME PLANS

Plan	Delta Dental PPO	WDG	Kaiser
Provider	Participating	Willamette	Kaiser
Office Visit	None	$5	None
Benefit Maximum	$1,250	None	$1,250
Deductible	$50 per member	None	None
Preventive/ Diagnostic	0%	OV Copay	0%
Restorative	50%	Copay*	50%
Crowns	50%	Copay*	50%
Major Restorative	50%	Copay*	50%
Orthodontics — All Ages	Not Covered	$150 Copay for Pre-Ortho; $1,500 Copay	Not Covered

* Copay amount varies by specific service.

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VISION SERVICE PLAN
BENEFIT SUMMARY

Benefit	Description	Copay	Frequency
Well Vision Exam		$10	Every Calendar Year
Prescription Glasses		$25	See frames and lenses
Frames	• $150 allowance for wide selection of frames • $170 allowance for featured frame brands • 20% savings on amount over your allowance • $80 allowance at Costco	Included in prescription glasses	Every calendar year
Lenses	• Single vision, lined bifocal, and lined trifocal lenses • Polycarbonate lenses for dependent children	Included in prescription glasses	Every calendar year
Lens Enhancements	• Standard Progressive Lenses • Premium Progressive Lenses • Custom Progressive Lenses • Average savings of 30-40% on enhancements	$50 $80-$90 $120-$160	Every calendar year
Contacts (instead of glasses)	• $200 allowance for contacts and content lens exam (fitting and evaluation) • 15% savings on contact lens exam (fitting and evaluation)	$0	Every calendar year

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