

Washington County Benefits Committee
August 17, 2010

CONVENED: 1pm

COMMITTEE MEMBERS:

Present: David Ainslie, Dirk Biddington, Mike Brunner, Karen Crawford, Susan Field, Amanda Garcia-Snell, Kim Knudeson, Valerie McCraw, Susan Pinnock, Sara Stevenson

Absent: David Bellwood, David Berquist, Don Bohn, Angi Duyck, Tracie Krevanko, Tammy McVean, Charlie Weaver

HUMAN RESOURCES STAFF:

Tracy Kittler, Benefits Specialist
Stephanie Reitmajer, HR Manager
Valerie Weekly, Benefits Analyst

CONSULTANTS:

Mike Berry, Mercer

1. FOLLOW-UP FROM 7/20 MEETING-

- *Emailed Benefits Committee results from Benefits Survey, December 2009. Upon review of the survey results from December 2009, the following suggestions were provided by employees in the comments section:*
 - Improvement of alternative care
 - Addition of family vision insurance
 - Increase FSA contribution maximum
 - Tiered premium deductions or cafeteria plan options with flex dollars
 - Incentives for wellness
- *Feedback from Committee:*
 - Employee feedback seems to be consistent with the discussions that the Committee has had to date:
 - Short term Disability
 - Vision for family
 - Higher LTD or voluntary buy-up
 - Illness/disease policies
 - Possibly adding alternative care to Kaiser

2. MEDICAL EXPERIENCE [“Washington County Medical Experience, July 2010”]

- Experience reports are attached.
 - Providence:
 - Kaiser
- Experience reports are being reviewed by Mercer every month or every other month. As new pieces of the puzzle develop, the Committee will be updated.

3. NEXT STEPS

- We will have to start the process for conducting a Request for Proposal (RFP) for all of the voluntary benefits we will be adding to the benefits package.

- Health plan RFP
- As a committee, we will be reviewing what the overall strategic benefits picture should look like. As we look as a health plan RFP, we want to know what we are asking vendors/carriers to quote, including specific plan design features.

4. ACTION ITEMS FOR NEXT MEETING

- Mercer to bring experience updates to next meeting
- HR to review survey for voluntary benefit suggestions

5. NEXT MEETING, October 19, 2010 1pm-4pm

6. COMMENTS

The following comments were made by committee members:

- “Is there any chance the County will not be conducting a health plan RFP this year? We did initially plan on conducting one last year, and then moved to a standard plan design with Providence instead.”
 - Stephanie Reitmajer responded that last year was unique. We received the rate renewals from Providence that were unexpectedly high (approximately 26%). Much of this rate increase was due to high experience and utilization by our employee members. In addition, we were on a plan design no longer offered by Providence, which was accompanied by increased admin costs.
 - Last year was consequently not the ideal time to conduct an RFP for multiple reasons:
 - Our experience would have been the same regardless of the vendor we selected (had we completed the RFP process).
 - Our current plan was not a standard offering by Providence, nor other competitors. It was not something we would want to ask for competitive pricing on, as no one would offer a similar product.
 - The rate renewal for the 2010 plan year and resulting plan design changes were necessary for budget reasons, but the Committee still has work to do here.
 - This year we will be better positioned for an RFP, and it is the County’s responsibility and due diligence to market this plan on a regular basis. This plan has not been marketed in about 10 years. This year we will need to conduct this RFP.