

BOARD OF COMMISSIONERS

MINUTES OF THE BOARD SESSION – Regular Session

Wednesday, October 10, 2018
9:00 a.m.

Senator Hearing Room
555 Court Street NE
Salem, OR 97305

PRESENT: Commissioner Kevin Cameron and Commissioner Sam Brentano. Also present were Jane Vetto as county counsel, John Lattimer as chief administrative officer, and Kristy Witherell as recorder.

ABSENT: Commissioner Janet Carlson

Commissioner Cameron called the meeting to order at 9:00 a.m.

PUBLIC COMMENT

(Video Time 00:00:52)

LaTricia Straw, President of Marion County Employee Association:

- Ms. Straw sat in on approximately 20 interviews with Human Resources concerning Jamie Namitz's case of sexual harassment and discrimination;
- It became apparent to Ms. Straw that this was not a one-time issue, but a cultural issue affecting multiple employees; and
- Urging the board to investigate the allegations and take appropriate actions.

Mersadee Lulay:

- Ms. Lulay's text from Jamie Namitz states:
 - Ms. Namitz is going to continue to fight for her right for a safe work place;
 - She will not be quiet about the acts of discrimination at Marion County;
 - Not just Ms. Namitz's case, but others who are battling attacks;
 - She is not standing alone;
 - Ms. Namitz will not be silent anymore, bought off, or quiet;
 - Understands that Marion County does not comment on personnel issues;
 - It's been a week and they have not seen any action taken;
 - Ms. Namitz is forced to work where the whole dynamic has changed for her;
 - Her supervisor is back at work and it's uncomfortable; and
 - If Ms. Namitz applies for a supervisor position in the future, her supervisor gets a say.
- Ms. Lulay would like to know how this process is fair and just; and
- Would like to see some action done on this case.

CONSENT

(Video Time 00:05:19)

BOARD OF COMMISSIONERS

OLCC Applications – Recommended Approval

Nancy's Burger & Fries – Salem, OR

Approve an order revising Administrative Policy #206, Reduced Operations or Temporary Closure of County Offices.

PUBLIC WORKS

Schedule adoption of an ordinance concurring in the City of Sublimity Urban Growth Boundary Amendment for October 17, 2018.

SHERIFF'S OFFICE

Approve the incoming funds Intergovernmental Agreement with Salem-Keizer School District for \$165,265 to provide a school resource officer through June 30, 2019.

Approve the incoming funds Intergovernmental Agreement with Chemawa Indian School for \$356,374 to provide a school resource officer through June 30, 2019.

TAX OFFICE

Approve an order advancing tax levies to small taxing districts pursuant to ORS 311.392.

MOTION: Commissioner Brentano moved for approval of the consent agenda. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

ACTION

(Video Time 00:07:41)

BOARD OF COMMISSIONERS

1. Consider approval of a proclamation designating October 14-20, 2018 as National Hands and Words Are Not For Hurting Week in Marion County. – Ann Kelly, Hands and Words are Not for Hurting; Pete Teller, counselor at Leslie Middle School

Summary of presentation:

- Leslie Middle School peer leaders presented the National Hands and Words Are Not For Hurting Pledge;
- The project intends to improve the world by building for the future;
- The 21st annual event gives people a chance to model the hand projects value of respect and equality in all relationships;
- The students at Leslie Middle School addressed the following:
 - Bullying:
 - physical, verbal, social, and cyber bullying; and
 - Leads to depression, self-harm, self-esteem problems, and suicide.
 - Homophobia;
 - Racism;

- Immigration;
- Harassment and discrimination;
- Stereotyping; and
- Respect toward other cultures.

Ann Kelly:

- Changes need to be made in the following ways:
 - With families;
 - Schools;
 - Work places; and
 - Places of worship.
- This pledge can unite all;
- Ms. Kelly asked to stop and think before saying and doing anything that is hurtful to ourselves and to others; and
- The pledge is about self-control and accountability for words and actions.

Board discussion:

- Local event that has gone international;
- At the August Department Head/Elected Officials Meeting, Commissioner Carlson challenged the leaders asking what the county is doing to spread the message;
- Marion County has done the following:
 - The pledge is posted in Spanish and English;
 - Materials have been ordered by county staff;
 - There are brochures and posters in the Assessor's Office to be handed out;
 - The Board of Commissioners Office is distributing information about events;
 - The Clerk's Office is placing Spanish and English posters and brochures in the customer service area;
 - Community Service is promoting the campaign at an upcoming dog shelter anniversary celebration;
 - The Finance Department is hanging posters and has brochures available for staff;
 - In Health and Human Services, the Women, Infant, and Children's Program will incorporate aspects of the campaign into their messaging for prevention and the early childhood program;
 - The Justice Court has English and Spanish posters around the office:
 - Wrist bands for staff; and
 - Stickers to give out to customers.
 - The Juvenile Department is installing posters:
 - Other supplies will be around the building for customers and staff.
 - Public Works will put up fliers and posters;
 - The Sheriff's Office will do some promotion on social media:
 - Hand out promotional items at various community events.
- Young people understand what this pledge is about and adults need to understand it;
- Ms. Kelly started this program in the schools for grades K-12:
 - She knew the children were the bridge to the families, the community, and the world.
- Ms. Kelly would like the following to continue:

- To keep the proclamation going;
- Give every opportunity to take the pledge and post the pledge;
- Join together, because community is unity;
- Encourage every school, public and private, to join hands and hearts and participate in the program;
- Never forget those that have suffered and died at the hands of abuse and violence; and
- That every home be a safe home.
- Everyone needs to know they are valuable and irreplaceable human beings.

MOTION: Commissioner Brentano moved to approve a proclamation that designates the week of October 14-20 of 2018 as national Hands and Words Are Not For Hurting week in Marion County. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

The commissioners read the proclamation.

(Video Time 00: 40:56)

BUSINESS SERVICES

2. Consider recommendations to the Marion County Health Insurance Plans for Plan Year 2019.
– Colleen Coons-Chaffins, Justine Flora, and Noah Olson

Summary of presentation:

- The renewal for healthcare benefits has an effective date of January 1, 2019;
- Recommendations are made by the Health Insurance Study Committee (HISC) each year:
 - The committee gets together and reviews plans; and
 - The committee sometimes recommends changing carriers.
- There are two committees this year:
 - Committee for the MCLEA Law Enforcement Bargaining Unit; and
 - Committee for the Non-MCLEA.
- The carrier for the PPO plan for the Non-MCLEA offers the main plan and a high deductible health plan;
- There is a Health Savings Account (HSA) for those with a high deductible health plan;
- For Kaiser, there is an HMO plan::
 - There is an HMO Dental plan through Kaiser.
- A PPO dental plan is offered through Moda or Delta Dental;
- The Regence plan came in with a high renewal increase this year:
 - The county offers a rich benefits plan, but it also needs to be affordable to employees, who share in the cost of the health plans;
 - Dynamics within the Regence organization have changed:
 - Lost the PPO contract for another large provider group in the area;
 - Marion County received a letter from Regence advising the Regence organization was in a tenuous relationship with the Salem Health:
 - Salem Health is Marion County’s primary health care facility.
- HISC made the decision to ask for quotes from alternative carriers:
 - The PPO plan; and

- The high deductible health plan.
- The Non-MCLEA HISC group recommended to change from Regence to Pacific Source;
- Pacific Source was able to closely match the same benefit design with enhancements:
 - Addition of a telemedicine component;
 - Offered considerably smaller cost for the premiums;
 - A disruption report found there is only a small difference in the strength of the Pacific Source network; and
 - Pacific Source has a strong relationship with Salem Health.
- HISC recommendations:
 - Change from Regence to Pacific Source:
 - PPO; and
 - High Deductible Health Plan.
 - Renewal with Kaiser HMO medical plan as quoted:
 - Came in with a five percent reduction in HMO health plan premium.
 - Renewal with the Kaiser HMO dental plan as quoted;
 - Renewal with the Delta Dental Plan:
 - The plan came in with a flat renewal; and
 - Delta Dental offered to pull preventative services out of the annual maximum.
- Request was made that the commissioners continue to contribute to the HSA for the high deductible health plan members; and
- Benefits are based on employee hours for those who would otherwise not be eligible for benefits.

Board discussion:

- Pacific Source is believed to have good relations with other hospitals, not just Salem Health;
- Pacific Source has an evergreen contract with Salem Health:
 - No renewal date on the contract; and
 - Marion County will not have to renegotiate in a year's time.
- The HSA contribution is not always half for an individual verses a family; and
- The commissioners stated that they could increase the HSA contribution to equal halves of the deductible if they wished to do so.

MOTION: Commissioner Brentano moved for approval of the renewal recommendation presented. Accept Non-MCLEA HISC recommendation; Change PPO preferred provider organization and high deductible health plan to Pacific Source as quoted; Renew Keizer HMO medical plan as quoted; Renew Keizer dental plan as quoted; Renew Delta Dental plan as quoted; Accept the health savings arrangement, employer contribution recommendation, and continue HSA contribution of \$625 of individual and \$1300 family. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

(Video Time 00:53:20)

3. Consider recommendations to the Marion County Law Enforcement Association Health Insurance Plans for Plan Year 2019. – Justine Flora, Colleen Coons-Chaffins, Noah Olson

Summary of presentation:

- MCLEA HISC committee makes their recommendations to the Business Services Director;
- The renewal rates came in at the same levels:
 - The plan is different;
 - The cost is a little different; and
 - The increases were the same.
- MCLEA HISC recommends remaining with Regence:
 - Regence was written into the contract even against recommendations at the time.
- Business Services Director does not recommend their choice:
 - Potentially detrimental to its 96 members currently enrolled in the Regence plan;
 - Primary concern is the tenuous relationship between Regence and Salem Health;
 - Regence lost the contract with Salem Health Physicians Group resulting in the following:
 - Being out of network; and
 - Is a higher cost to the member unless their doctor is in the network.
- Salem Health is primarily comprised of doctors that work out of the hospital;
- They will likely have increased costs;
- In hospital or emergency situations, there are huge consequences to the member that is out of network;
- In an emergency, any treatment at Salem Health will likely be out of network;
- Members would need to be shuttled to Portland or Eugene for their care, resulting in extra expenses;
- It has been recommended to the MCLEA that they go with Pacific Source;
- The issue will need to be dealt with in upcoming negotiations;
- The issue is more about the ramifications of Regence not being in network:
 - There is an increased costs to the members;
 - The ramifications of having to pull the MCLEA members out of the plan is a concern; and
 - The board would have to go to three carriers verses two carriers.
- Ms. Coons-Chaffins's obligation is not just for the MCLEA members, but also Marion County.

Board discussion:

- It could potentially cost a lot more to go with MCLEA HISC recommendations.

MOTION: Commissioner Brentano moved to approve the recommendation which rejects the MCLEA HISC recommendation; Renew Regence PPO health plan; Change PPO carrier to Pacific Source; Accept all other MCLEA HISC recommendations; Renew Kaiser HMO with minimal mandatory plan changes; Renew Kaiser Dental with minimal mandatory plan changes; Renew Delta Dental with minimal mandatory plan changes; Plan changes to exclude preventative care from the annual plan maximum; Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous

**PUBLIC HEARINGS
9:30 A.M.**

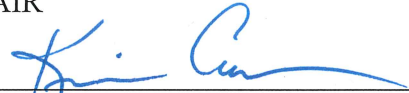
None.

Commissioner Cameron read the calendar.

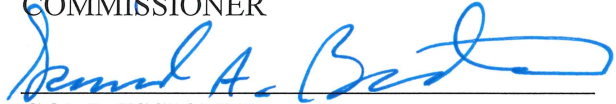
Commissioner Cameron adjourned the meeting at 10:10 a.m.

Not Present At Meeting

CHAIR



COMMISSIONER



COMMISSIONER

Board Sessions can be viewed on-line at

<https://www.youtube.com/playlist?list=PLSUQ1gg6M78UsBE3q6w4rdf59Z5rXkEi5>

