MARION COUNTY BOARD OF COMMISSIONERS

Work Session Summary Minutes

Benefit Renewals Discussion

September 16, 2025. 2:30 PM
Courthouse Square, 555 Court St. NE, Salem
5th Floor, Suite 5232, Commissioners Board Room

ATTENDANCE:
Commissioners: Kevin Cameron, Colm Willis, and Danielle Bethell.
Staff: Matt Lawyer.
Legal Counsel: Scott Norris.
Human Resources: Salvador Llerenas, and Lori Klemsen.

Commissioner Danielle Bethell called the meeting to order at 2:44 p.m.

Benefits Renewals Discussion:

- Pacific Source reduced their renewal rate from 10.9% to 9.9% after negotiations:
  - Aligning with expectations.
- Final rates for all plans were reviewed:
  - Kaiser Medical (Marion County Health Insurance Study Committee (MC HISC) group):
    - 16.7% increase.
  - Pacific Source:
    - 9.9% increase across all lines:
      - Preferred Provider Organization (PPO).
      - High-Deductible Health Plan (HDHP).
      - Marion County Law Enforcement Association (MCLEA PPO).
  - Kaiser Medical (MCLEA):
    - 16.9% increase.
  - Dental:
    - Kaiser Dental (MCHISC) up 6.8%.
    - Delta Dental up 1.5% for MCLEA.
    - Kaiser Dental up 6.9%.
    - Delta Dental unchanged.
- United Healthcare (UHC) and Providence provided competitive quotes:
  - UHC:
    - 9.3% overall increase:
      - Would result in loss of coverage for some employees.
  - Providence:
    - 8.2% increase.
    - Offering a $50,000 transition credit if selected.
- Plan comparison details:

- Pacific Source mutualized rates across all plan types.
    - UHC quoted each plan type separately.
    - Mutualization typically occurs in years two and three for new carriers.
    - Plan comparisons highlighted differences in coverage and costs:
        - Some changes for 2026 due to Internal Revenue Service (IRS) deductible updates.
- Employee cost impacts:
    - Significant increases for employees.
    - Especially those on Kaiser Medical, with monthly costs rising substantially.
    - County's contribution and employee out-of-pocket costs for 2026:
        - MCLEA and Federation of Oregon Parole and Probation Officers (FOPPO) groups, the county pays 95% and employees pay 5%, resulting in smaller changes for employees.
- UHC offered a 15% rate cap for 2027.
- Providence offered a 9.98% rate cap for 2027.

Other:

- Process of mutualizing rates and how different carriers present their quotes.
- Plan design changes.
- Committee members' reluctant to alter the Kaiser plan due to its perceived value.

Next Steps:

- Present updated information to the HISC committee on Friday.
- The HISC committee will review the updated package and may make a recommendation during their meeting.
- If HISC committee is ready recommendation will proceed to board session on October 1st.
- If needed, another meeting will be scheduled for the following Tuesday.
- The process is being expedited to align with open enrollment timelines.

Adjourned – time: 2:40 p.m.
Minutes by: Mary Vityukova
Reviewed by: Gary L. White